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CAUT ACPPU BULLETIN

VOL 53 | NO 4 | APRIL 2006 AVRIL | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Canada's Voice for Academics

La voix des universitaires
du Canada

USFA Challenges Saskatchewan's Closure of Extension Division

THE faculty association at the University of Saskatchewan has filed an unfair labour practice charge against the university, accusing the administration of closing the university's almost century-old extension division so as to be able to hire non-faculty "professional staff" for outreach and continuing education programs, in violation of the collective agreement with the faculty association.

The administration is proposing to close the division and create two new centres. Continuing education programs currently directed by members of the faculty association would be transferred to a new Centre for Continuing and Distance Education. The proposal indicates the new centre will be operated on a cost-recovery basis by "professional staff," but that "no faculty appointments are anticipated."

"It's a huge problem with the faculty association," said USFA chair Tracy Marchant. "Vice-president academic Michael Atkinson, in documents sent to University Council, is proposing that instead of having faculty from the present division work at the new centres, the work be done by non-faculty personnel."

She said the administration had not discussed its plans with the faculty association. "In fact, we asked to meet with Atkinson about the proposal before it went to council, but were rebuffed. The University Council has the authority only to decide whether academic programs should be changed or curtailed, but USFA is the certified bargaining agent for faculty. The administration has to negotiate the terms and conditions of employment of academic employees with us."

Atkinson was recently quoted in On Campus News as saying "obstacles associated with collective bargaining cannot be permitted, on their own, to trump the direction established by collegial processes."



USFA officers Jim Cheesman & Tracy Marchant claim plan ignores collective agreement.

Jim Cheesman, vice-chair of the faculty association, said he believes Atkinson is confused about the jurisdiction of the university's council versus the rights of the faculty association under the Trade Union Act.

"I find some of Atkinson's recent comments in the media to be quite puzzling and suspect he may be trying to force University Council into a showdown with the faculty association over jurisdictional issues. If that is what he thinks, I really don't think my colleagues on the

council will buy into his divide and conquer approach," Cheesman said.

The labour board has yet to set a hearing date.

"We're gearing up for a vigorous defense of the right of academics to deliver continuing education programs at the University of Saskatchewan," Marchant said. "We think the public and taxpayers of Saskatchewan deserve the best this university can offer. The best is already found within the membership of USFA." ■

Appeals Court Allows Suit against York President

THE Ontario Court of Appeal has opened the door to York University president Lorna Marsden being sued for misfeasance in public office.

In a ruling late last month, an appeals court panel overturned a decision by an Ontario Superior Court judge in 2005 that Marsden was not a "public official" against whom such a claim could be brought.

The action arose in relation to York student Daniel Freeman-Maloy's lawsuit against Marsden and the university for disregarding university regulations in banning him from campus for three years because of his role in two protests at York against Israeli policies toward Palestinians.

"Although the President of York University is not subject to governmental control, she is

in other respects subject to the regime of public law. Her decision to discipline the appellant was subject to judicial review as a statutory power of decision," Justice Robert Sharpe ruled March 31.

He noted there had been several cases in which misfeasance in a public office claims have

See APPEALS COURT Page A5

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CAUT in ACPPU BULLETIN

PUBLISHED BY / PUBLIÉ PAR
Canadian Association of University Teachers
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professeurs d'université

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The *CAUT Bulletin* is published each month September through June. Average distribution 41,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Career ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

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Le *Bulletin de l'ACPPU* est publié chaque mois, de septembre à juin. Tirage moyen : 41 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces d'emplois et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.acppu.ca.

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PRINTED IN CANADA BY / IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

NEWS ACTUALITÉS

LETTERS

Joy of 'Ageism'

Compulsory retirement at age 65 was one of the best things that ever happened to me during my academic life. I am now financially free (pensioned) to follow the intellectual topics that intrigue me. My publication rate has increased over the past 10 years, based on data collected both before and after retirement. I teach only when I want to and get paid fees (not salary), from which I can deduct the costs of my home office before taxation. I have a university e-mail account, library privileges and access to other campus facilities.

I noticed during my last few years of full-time teaching and research that

I was slowing down and could not keep as up-to-date as I should have. Students noticed – some politely, some not so politely.

If I had been allowed at 65 to stay on as a full-time teacher I probably would have stayed, and would have gradually gotten exhausted and become part of the so-called academic dead-wood. I have a suspicion that the academics who will stay on after 65 are the ones who shouldn't. Those elderly academics who are carrying full teaching loads are far better off intellectually being retired.

DEREK ELLIS
Professor Emeritus
University of Victoria

Academics Take Action at UK Universities



March 7 — Manchester Rally. Further strike action has been called for May 2 & 3.

ACADEMIC staff in the United Kingdom are leaving coursework unmarked, cancelling lectures and seminars and refusing to supervise exams in a co-ordinated effort to pressure employers into ending a bitter pay dispute.

Association of University Teachers and National Association for Teachers in Further and Higher Education members voted overwhelmingly in favour of industrial action to force the Universities and Colleges Employers' Association back to the bargaining table.

"Our decision to take industrial action has not been taken lightly," said Sally Hunt, general secretary of AUT. "The employers have had months to stop this happening and even after our resounding mandate from members for industrial action, they still are refusing to make any serious effort to get the current pay dispute resolved."

The unions held a one day strike March 7 and a further two-day work stoppage is planned for May 2 and 3.

"It's an absolute last resort," Hunt said, adding the unions remain committed to resolving the dispute at the bargaining table, not on the picket lines.

Both AUT and NATFHE are angry the employers have reneged on public promises to use new government funding for student bursaries and substantial, across the board staff pay increases.

Hunt said every higher education union rejected the employers' March 28 pay offer of 6 per cent over two years.

"How the employers can claim their staff and students are important to them and then treat them so shabbily is beyond me," she said.

NATFHE general secretary Paul Mackney said that after seeing their pay drop over the past two decades, lecturers are looking for salary levels that would restore their pay to those of comparable professionals.

"Nobody disputes they deserve it and billions of pounds of new funding now makes this catch up possible," he said.

Mackney also said the university vice chancellors had an average salary increase of 8 per cent last year and 25 per cent over the last three years.

AUT and NATFHE were barred from the March pay talks and warned they will be excluded from future negotiations if they don't stand down their industrial action.

"Making an offer without having input from the biggest academic unions is a pointless publicity stunt," Hunt said. "The employers know full well the action will not be called off until we get a credible offer. Under similar circumstances in the past, they met us unconditionally and attaching conditions to negotiations at this late stage flies in the face of their supposed commitment to dialogue rather than dispute. We're disappointed they've chosen such a deliberately harmful approach."

Version française à la page A7.

Le sénat de la SFU crée un nouveau collège privé

L'UNIVERSITÉ Simon Fraser (SFU) a conclu une entente controversée avec l'entreprise australienne IBT Education Limited en vue d'établir sur son campus Burnaby un collège préparatoire payant pour les étudiants internationaux – le premier en son genre au Canada.

Par un vote de 27 voix contre 15, le sénat de la SFU a approuvé la création du collège au début de mars, malgré l'opposition du corps professoral et des étudiants qui ont prévenu l'établissement que l'impartition du programme d'éducation internationale à une entreprise commerciale risquait de nuire à la qualité de l'enseignement et de ternir la réputation de l'université.

L'administration soutient de son côté que cette entente est conforme à sa stratégie à long terme destinée à accroître le nombre d'étudiants internationaux et à assurer à ceux-ci une transition plus harmonieuse vers les études supérieures.

Selon, toutefois, le président de l'association des professeurs de la SFU, Yaroslav Senyshyn, l'entente « va incontestablement au-delà des normes » compte tenu de l'expérience qu'ont vécue les universités australiennes qui se sont associées avec des partenaires commerciaux pour augmenter leur population étudiante internationale et améliorer leurs résultats financiers.

« L'expérience australienne est instructive », souligne-t-il. « Les universités y font maintenant l'objet de critiques pour avoir rogné sur les coûts et transigé sur les normes d'enseignement dans le but d'attirer et de fidéliser de nouveaux « clients » ».

Le nouvel établissement – le Fraser International College – devrait ouvrir ses portes en septembre 2006 à environ 120 étudiants, un chiffre qui, selon la SFU, devrait passer à 1 000 dans cinq ans pour atteindre un maximum de 2 000.

L'entreprise IBT sera chargée de gérer les affaires du collège et notamment de recruter les étudiants étrangers. La SFU fera construire les bâtiments en contrepartie du loyer qui pourrait, d'après elle, atteindre 10 millions par an.

M. Senyshyn affirme que le sénat réexaminera les modalités de la coentreprise dans quatre ans.

« En attendant, poursuit-il, nous considérons les options qui s'offrent à nous pour continuer à faire part de notre opposition à l'entente. » ■

English on page A10.

April 28: National Day of Mourning

MORE than 20 years ago the Canadian Labour Congress declared April 28 a National Day of Mourning for workers injured or killed on the job. Every year since, unions, labour councils, families and community partners gather by the thousands to "mourn for the dead." What began through the efforts of Canada's labour movement is now observed in more than 100 countries.

On April 28 honour those who have lost their lives or paid with their health – break the silence of indifference and say enough to the suffering caused by hazardous working conditions. Again this year, CAUT Council will mark the day with a moment of silence for colleagues injured or killed on Canadian campuses in 2005. ■

Version française à la page A6.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Taking Action against Homophobia



By LORETTA CZERNIS

EVERY week I read the Canadian Auto Workers (CAW) Contact newsletter. In early March I was pleasantly surprised to read an article reporting that a colleague at St. Francis Xavier University, Chris Frazer, had organized a rally in Antigonish, Nova Scotia, to protest a recent homophobic attack in the town. I wanted to know more, so I contacted Chris. Apparently this is the third such attack in the last 12 months.

Chris, a history professor at St. FX, is also a member of the anti-homophobia and anti-sexism caucus. This caucus was able to alert and engage both the university and students' union equity offices. It also obtained help from CAW Local 2107 president Peter MacDonald in Antigonish. Together they

mobilized 200 area residents who spoke out against the Feb. 2 attack on a man by two other males. The attackers told the man they were beating him because he was gay.

Chris said the rally was a tremendous success, but added that more needs to be done. "I don't believe the majority sanction this sort of behaviour, but it continues to survive for several reasons, not the least of which is a deeply entrenched tradition and culture of intolerance."

I became curious about this colleague. The more I found out, the more I wanted to know, so I wrote again. Chris is an expert on the post-colonial history of Mexico, in his second year of a tenure-stream appointment. Nerves of steel? Not really. Chris was a founding member of the Canadian Federation of Students in the early 1980s, from Mount Royal College in Calgary. "I have been an activist most of my adult life. I started university at the

age of 30, so I was an activist before entering the academy. At various times I have been active in the peace movement, the labour movement, the student movement and in solidarity movements."

There are more colleagues out there like Chris who are unknown to me. So, in addition to thanking Chris for the wonderful work being done in Antigonish, I would also like to thank all of you bravely battling intolerance in your own local communities.

I would like to give Chris the last word.

"Why do all of this? Because it is the responsibility of institutions of higher education, of scholars, to lend their resources and skills to the betterment of the communities in which they live. The ivory tower is a pernicious illusion. If you are not part of the solution, then you are part of the problem. If you are not resisting homophobia, then you are perpetuating it." ■

LE MOT DE LA PRÉSIDENTE

Il faut combattre l'homophobie

Par LORETTA CZERNIS

JE lis chaque semaine le bulletin Contact du Syndicat des travailleurs et travailleuses de l'automobile (TCA). Au début du mois de mars, j'ai été agréablement surprise d'y lire un article rapportant qu'un collègue de l'Université St. Francis Xavier, Chris Frazer, avait organisé un rassemblement à Antigonish, en Nouvelle-Écosse, pour protester contre une récente attaque homophobe survenue dans cette localité. Comme je désirais en savoir davantage, j'ai communiqué avec Chris. Apparemment, il s'agirait de la troisième agression de ce genre au cours de la dernière année.

Chris, qui est professeur d'histoire à St. Francis Xavier, fait également partie du caucus qui lutte contre l'homophobie et le sexisme. Ce caucus a réussi à alerter les bureaux d'équité de l'université et du syndicat des étudiants et à s'assurer leur appui. Il a également obtenu l'aide de Peter MacDonald, président de la section locale 2107 des TCA à Antigonish. Ensemble, ils

ont mobilisé 200 résidents de l'endroit qui ont dénoncé l'attaque du 2 février dernier, où un homme a été agressé par deux autres hommes. Ses attaquants lui ont dit qu'ils le battaient parce qu'il était gai.

Selon Chris, le rassemblement a remporté un vif succès, mais il reste beaucoup à faire. « Je ne crois pas qu'une majorité de gens approuvent ce type de comportement, mais plusieurs raisons expliquent la survie de ce genre d'attitude, principalement due à une culture et à une tradition d'intolérance solidement enracinées. »

Plus j'en apprenais sur mon collègue, plus je désirais en savoir davantage sur son compte. De plus en plus intriguée, je lui ai écrit à nouveau. Chris est un spécialiste de l'histoire mexicaine post-coloniale; il en est à sa deuxième année à un poste menant à la permanence. Des nerfs d'acier? Pas vraiment. Chris a été un des membres fondateurs de la Fédération canadienne des étudiants et étudiants, au début des années 1980, lorsqu'il étudiait au Mount Royal College, à Calgary.

« Je suis devenu activiste dès le début de ma vie adulte. Je participais déjà à ce genre d'activités avant de commencer mes études universitaires, à l'âge de 30 ans. Au fil des années, j'ai adhéré à des mouvements pacifistes, ouvriers, étudiants, ainsi qu'à d'autres mouvements de solidarité. »

Nul doute que de nombreux autres collègues que je ne connais pas suivent cette même voie. En plus de féliciter Chris de l'excellent travail accompli à Antigonish, j'aimerais donc remercier aussi tous ceux d'entre vous qui combattez l'intolérance dans votre communauté.

J'aimerais laisser le mot de la fin à Chris. « Pourquoi faire tout cela? Parce qu'il incombe aux établissements d'études supérieures et aux étudiants de recourir à leurs ressources et à leurs compétences pour améliorer leurs communautés. La tour d'ivoire n'est qu'une illusion pernicieuse. Si vous ne faites pas partie de la solution, vous faites partie du problème. Si vous ne vous opposez pas à l'homophobie, vous contribuez à la perpétuer. » ■

We Need Answers on Domestic Spying



By WARREN ALLMAND

CANADIANS making, sending and receiving phone calls, faxes and emails in and out of the country should pay close attention to recent media reports on a mass domestic spying program in the United States.

Pundits and politicians from all sides of the spectrum in the U.S. are outraged about revelations that President George Bush secretly authorized the National Security Agency to spy, without warrants, on emails, faxes and telephone calls going into and out of that country. The vast data-mining system being used by the NSA isn't just monitoring a few suspected terrorists, but also filtering through the international, and possibly even domestic, communications of potentially all ordinary, law-abiding U.S. citizens.

This mass invasion of privacy is anathema in the U.S., where in the 1970s, warrantless wiretapping by law enforcement agencies and the president led to a complete overhaul of the legislative framework and Richard Nixon's impeachment.

Not surprisingly, the recently revealed NSA wiretapping program is being strongly denounced and Bush's authority to create it is being questioned. The uproar is being fuelled by admissions by the FBI, the agency which follows up on NSA "tips," that the program isn't effective at netting would-be terrorists.

What does this have to do with Canada?

The Canadian Security Establishment (CSE) — the functional equivalent of the NSA — has been authorized to do the same domestic spying here, and may already be using the same data-mining approach to conduct mass surveillance of Canadians' international communications.

A rather obtuse section of Canada's Anti-terrorism Act allows the minister of defence to authorize the CSE "to intercept private communications" initiated or terminated in a foreign country "in relation to an activity or class of activities specified in the authorization," for the broad purpose of "obtaining foreign intelligence."

While the CSE used to be restricted to spying on communications outside of Canada, the new act allows it to spy on domestic communication, as long as it involves someone outside of Canada.

This power to spy on our international communications has been handed to the CSE without any effective oversight or safeguards.

Instead of having to go to a court to obtain a warrant on the

basis of probable cause, the CSE need only seek authorization from the defence minister. And while the minister does have to justify the spying, the act is open ended about which activities provide that justification. Even worse, the communications need only "relate" to the designated activity.

Canada's program may be even more intrusive than its American counterpart, because, unlike the U.S. program, there is no pretense that "probable cause" is required or that the program is restricted to an "anti-terrorism" purpose. And it is unclear what restrictions there are on the type of information the CSE can pass on to law enforcement agencies.

As a consequence of these powers, the privacy and constitutional rights of many Canadians could be grossly violated.

Furthermore, because the Charter deems intelligence gathering without a warrant illegal, prosecutions based on this intelligence could be jeopardized.

This is already happening in the U.S., where defendants in terrorism cases are challenging their prosecutions, alleging that information about them might have been illegally obtained through NSA's warrantless surveillance program.

Parliamentary and Senate committees reviewing the Anti-terrorism Act in Canada held hearings and heard testimony before the true extent of the U.S. program was revealed. Given what we now know about the American program, those committees must go back to the table and demand more information about the CSE spying program.

The CSE's provisions in the Anti-terrorism Act have opened the door to massive, domestic and international spying on ordinary citizens.

Canadians need to know how these powers are being used, on what scale, how often and at whose request. We need to know who is advising the defence minister on what to authorize. We need to ask why there is no effective oversight mechanism for this kind of activity in Canada and summon up a little outrage of our own. ■

Warren Allmand was Canada's solicitor general from 1972 to 1976 and is a spokesperson for the International Civil Liberties Monitoring Group, a coalition that works to safeguard civil liberties in the context of anti-terrorism measures in Canada.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievances cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

HOMEWORK!

Walking to School

Castor walks to school in 45 minutes while it takes Pollux 30 minutes. One morning, Castor set out at 8:00 a.m., while Pollux left 10 minutes later. At what time did they pass on the way to school? Assume each walked at a constant rate.

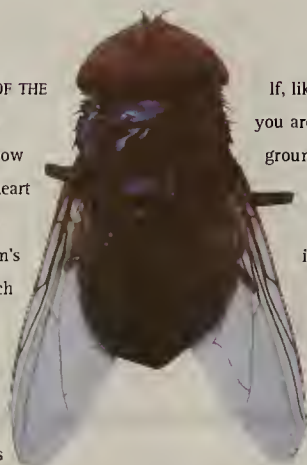
Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B12.

Got the bug?

A MEMBER OF THE
Calliphoridae

family, the blow
fly is at the heart
of Dr. Sherah
VanLaerhoven's
police research
work. One
of only two
practising
forensic
entomologists
in Canada, this

University of Windsor professor
has turned a fascination with
bugs that began when she
was only in Grade 10, into a
distinguished research career.
Today, she uses her singular
expertise in such areas as
helping police establish the time
of death in suspicious cases.
Even tomato growers have
benefited from her interest in
insects, which she has applied
to biological control research.



If, like Dr. VanLaerhoven,
you are breaking new

ground in your specialized
field of endeavour,
your teaching and
investigative pursuits
are sure to lead to
productive results
in our collegial
environment. Just
as our University
is teeming with
opportunities for

cross-border and international
scholarship, the highly welcoming
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NEWS

Academic Freedom Ruling Upheld at UBC

THE B.C. Labour Relations Board has upheld an arbitrator's ruling that the University of British Columbia cannot require a professor to relinquish copyright ownership in her course material.

In February 2004 arbitrator James Dorsey found in favour of the UBC faculty association grievance challenging the right of the university to demand that Mary Bryson transfer rights to course material to the university.

"The original arbitrator's ruling was a landmark victory for academic freedom and faculty rights," said UBC faculty association president Elliott Burnell. "When the administration appealed the ruling to the provincial Labour Relations Board, we were determined to see the arbitrator's decision upheld."

The faculty association's persistence was vindicated on all counts by the labour board, which rejected each of the university's five grounds of appeal.

"Academic staff across Canada owe a debt of gratitude to UBC's faculty association and professor Bryson, the original grievor," said CAUT president Loretta Czernis. "The decision strengthens everyone's academic freedom and intellectual property rights."

The labour board's decision marks another victory in a recent string of legal successes by the faculty association, including a B.C.

Noteworthy

"This collective agreement is built on a determination 'not to interfere with academic freedom.' Academic freedom is essential to instruction and the pursuit of knowledge. Questions of copyright are inimical to academic freedom and scholarly pursuits." (p. 88)

"Ownership of the copyright in work produced in the course of employment by an academic author, rather than the university employer, is important to support, foster and preserve academic freedom..." (p. 7)

Source: Arbitration award in University of British Columbia Faculty Association (Re: Dr. Mary Bryson and Master of Educational Technology) v. The University of British Columbia (unreported), Feb. 18, 2004 (Dorsey, QC).

Supreme Court ruling upholding a promotion grievance and a human rights tribunal decision affirming the association's right to publicly comment on controversial issues before the court. ■

Related article: "Landmark Academic Freedom Decision at UBC," *Bulletin*, April 2004, available at www.caut.ca.

Feb. 18, 2004 arbitration award available at www.caut.ca/en/issues/academicfreedom/marybrysonarbitrationaward.pdf.

Version française à la page A10.



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NEWS ACTUALITÉS

Binding Arbitration to Settle Ontario College Contract

Ontario's community college teachers return to work after 18 days.

ONTARIO'S 9,100 striking community college teachers returned to the classroom March 27 after the Ontario Public Service Employees Union and college administrators reached an agreement to have outstanding issues resolved through voluntary binding arbitration.

"We proposed binding arbitration after it became clear the colleges wouldn't move on education quality issues at the bargaining table," said Ted Montgomery, chair of the faculty bargaining team.

Montgomery said it took two days for the colleges, represented at the bargaining table by the College Compensation and Appointments Council, to agree to arbitration.

He also said the colleges dragged their heels about getting students back to class.

"They delayed the resumption of classes until the following Tuesday, even though teachers were in their classrooms on Monday following the Friday agreement," he said. "The colleges should have been ready to accept students immediately."

During the 18-day strike, the colleges maintained they couldn't afford union members' demands for smaller classes and more faculty "so that each and every college student gets more time, more attention and more feedback from the people who are helping them learn," Montgomery said.

Provincial budget figures indicate the colleges have a \$50 million surplus this year and a projected surplus of \$35 million next year, not



Education Quality — Ontario's 9,100 striking community college teachers were demanding more faculty & more faculty time for students.

including a \$30 million savings due to the strike.

"We found it offensive the colleges used students and faculty as pawns to try to get more money from government," Montgomery said.

Solidarity rallies were held at every Ontario community college the day before college administrators agreed to binding arbitration.

"We were gratified by the strong turnout of our colleagues and

students across the education sector at these events," said Paddy Musson, chair of OPSEU's college academic division. "We want especially to thank the provincial teachers associations, the Canadian Federa-

tion of Students and CAUT and its member faculty associations for their staunch support and participation in our rallies."

Version française à la page A9.

Appeals Court Allows Suit vs. York President

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been allowed against statutory officers who enjoy considerable independence from the direction of government. "University presidents have been held, for other purposes, to be 'public officers,'" he wrote.

Freeman-Maloy's original three-year suspension had been vacated previously after an earlier court decision refused the university's request to quash his application for judicial review of the president's suspension.

"The unanimous decision at the Court of Appeal is obviously correct," said Peter Rosenthal, Freeman-Maloy's lawyer. "I hope president Marsden and York University now are willing to enter into settlement discussions instead of incurring further legal expenses. Mr. Freeman-Maloy is certainly willing to agree to a reasonable amount."

The university was studying the judgment and will take time to consider whether to appeal, York's chief marketing and communications officer Richard Fisher was quoted as saying after the decision was released.

Related Articles: "Student Sues York," *Bulletin*, November 2004 & "York Backtracks on Student Suspension," *Bulletin*, September 2004, available at www.caut.ca.

UPEI, Academic Staff Reach Agreement to End Strike



April 5 — Two week strike at the University of Prince Edward Island ends.

A 16-DAY strike by academic staff at the University of Prince Edward Island is over, with both sides agreeing April 5 to a tentative agreement that was ratified later the same day by a 98 per cent majority.

"We're delighted with the outcome," said Wayne Peters, president of the UPEI faculty association. "The support and solidarity of our mem-

bers on the picket lines allowed us to reach an agreement that achieved our principal objectives."

According to Peters, these include UPEI academic staff reaching salary parity with colleagues at appropriate comparator universities in the Maritimes, introduction of a workload of three courses one semester and two the next, and preservation of full

benefit entitlement for retirees.

Peters expressed appreciation for the hard work of the negotiating committee, the considerable assistance from CAUT's assistant executive director Neil Tudiver, the financial assistance and flying pickets from the CAUT Defence Fund and the messages of moral and financial support from academic staff associa-

tions across the country.

"The last days were a bit of a roller coaster ride as we had to fight back against threats that the government would legislate us back to work or would impose binding arbitration," Peters said.

"We're proud that we held firm for a negotiated settlement and achieved one — a good one."

CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes an academic who has excelled in each of the three principal aspects of academic life: teaching, research and service to the institution and to the community. The recipient will be an individual whose teaching, research and service has contributed significantly to the lives of students, to their institution, to their field of study and to the community. The award is given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is June 15, 2006.

Nominators should submit a letter explaining the rationale for the nomination and give detailed information on the nominee's record in teaching, research and service, and also include documentation that would help the jury in its decision making.

Nominations will be adjudicated by a jury of the most recent former presidents of CAUT. The jury's recommendation will be made to the full Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a \$1,000 honorarium with the award.

Please send nominations by mail, fax or email to:

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PRIX DE L'ACPPU POUR services émérites

Le prix de l'ACPPU pour services émérites souligne le travail d'un membre du personnel académique qui a excélé dans chacun des trois principaux aspects de la vie universitaire ou collégiale : l'enseignement, la recherche et les services à l'établissement et à la communauté. Le lauréat ou la lauréate sera une personne qui, par ses enseignements, recherche et services, aura contribué de façon marquée à la vie de ses étudiants, de son établissement, de son domaine d'étude et de la communauté.

Les candidatures peuvent être soumises par toute personne, association membre ou autre partie intéressée. La date limite pour le dépôt des candidatures est le 15 juin 2006.

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre qui justifie la candidature ainsi qu'une description détaillée des activités et réalisations de la personne proposée dans les domaines de l'enseignement, de la recherche et des services, et doivent aussi inclure les documents qui pourraient aider le jury dans sa prise de décisions.

Les candidats seront évalués par un jury formé des plus récents anciens présidents de l'ACPPU. La recommandation du jury sera soumise à l'approbation du Conseil à son assemblée d'automne. Le prix sera remis lors de l'assemblée printanière du Conseil de l'ACPPU. Le lauréat ou la lauréate sera invité(e) à prononcer devant le Conseil une allocution que l'ACPPU publiera par la suite. Il ou elle recevra des honoraires de mille dollars en plus du prix.

Veuillez adresser les candidatures par la poste, télécopieur ou courriel à :

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NEWS ACTUALITÉS

UBC : un tribunal déclare fondée la promotion d'un professeur

TANT le directeur de département que le doyen de la faculté estimaient que le professeur Lance Rucker méritait d'être titularisé. Le comité des nominations du personnel supérieur, un arbitre en matière de relations du travail et le Conseil provincial des relations du travail partageaient tous cet avis. Et maintenant, la Cour suprême de la Colombie-Britannique abonde dans le même sens, plaçant ainsi la rectrice de l'université, Martha Piper, en position isolée.

Le début de l'affaire remonte à presque cinq ans lorsque M. Rucker, alors professeur agrégé à la faculté de médecine dentaire de l'Université de la Colombie-Britannique (UBC), est devenu admissible à la permanence. Malgré le feu vert donné à la recommandation de promotion à tous les paliers, le curriculum vitae exceptionnel du professeur Rucker et sa réputation internationale pour ses travaux innovateurs en enseignement et en pratique de la chirurgie dentaire, M^{me} Piper a opposé son refus en faisant valoir à M. Rucker qu'il avait publié très peu d'articles scientifiques dans les revues approuvées par des pairs.

L'association des professeurs de l'UBC a déposé un grief alléguant que la décision de la rectrice était déraisonnable au vu des éléments de preuve et qu'elle comportait un vice de procédure. L'affaire a été soumise à l'arbitrage où les critères de promotion établis dans la convention collective sont devenus le principal point en litige.

En avril 2004, l'arbitre a conclu que la convention stipulait clairement, en ce qui concerne les pro-

fesseurs des écoles professionnelles, qu'un rendement exceptionnel obtenu dans les domaines d'activités professionnelles était un facteur valable au même titre qu'un important bilan de publications.

Dans sa décision, l'arbitre Marguerite Jackson, c.r., indique que « la décision de M^{me} Piper était déraisonnable non seulement parce qu'elle allait à l'encontre de la convention conclue entre les parties mais aussi parce qu'elle en faisait abstraction. D'après la décision de M^{me} Piper et son témoignage de vive voix, il est évident qu'elle n'a pas tenu compte, parmi les éléments de preuve possibles, d'activités savantes autres que les publications approuvées par les pairs. Une décision est déraisonnable lorsqu'elle ne tient pas compte des éléments de preuve que les parties ont convenu de prendre en considération, ou qu'elle en fait abstraction. M^{me} Piper était tenue, aux termes de la convention, de considérer d'autres éléments de preuve en sus des publications approuvées par les pairs. Elle ne l'a pas fait. »

L'arbitre a fait droit au grief et, comme réparation, a renversé la décision de la rectrice. L'université en a appelé de la décision de l'arbitre devant le Conseil des relations du travail de la Colombie-Britannique, mais celui-ci a rejeté l'appel. Après cette deuxième défaite, l'université a interjeté appel de la décision du tribunal des relations du travail devant la Cour suprême de la Colombie-Britannique. Finalement, le 13 mars 2006, la cour a infligé une troisième défaite à M^{me} Piper en déclarant la promotion fondée.

Le président de l'association

des professeurs de l'UBC, Elliott Burnell, souligne toute l'importance de ce jugement qui assure dorénavant une réévaluation indépendante des décisions de la rectrice en matière de promotions, de permanence et de discipline, et conforme aux pratiques de travail courantes.

« Nous sommes heureux de la décision de la cour », a déclaré M. Burnell. « Le dossier indique que M. Rucker est un professeur exceptionnel qui satisfait aux critères de promotion établis. »

Il a ajouté que l'administration de l'université n'avait pas encore fait savoir si elle comptait en appeler de nouveau, mais il a bon espoir que le message sans équivoque de la Cour suprême mettra fin au dossier.

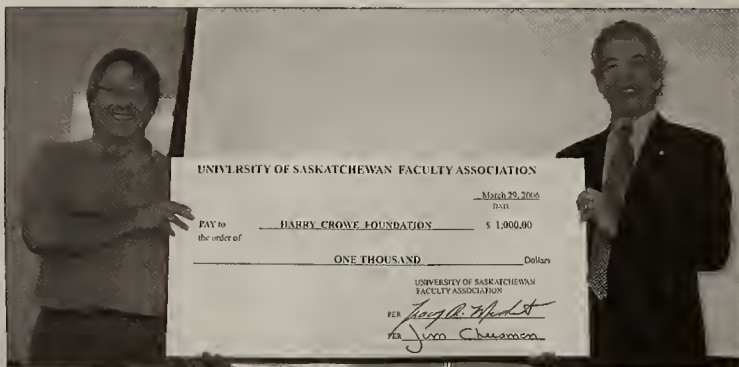
De son côté, le directeur général de l'ACPPU, James Turk, signale que l'issue de cette affaire « revêt une importance capitale en mettant en lumière le fait que les universités et les collèges ne peuvent pas être régis par des décisions administratives arbitraires ».

Les membres syndiqués du personnel académique et les administrateurs des établissements d'enseignement sont liés par des règles établies d'un commun accord dans les conventions collectives, ajoute-t-il.

« Lorsqu'une des deux parties croit que l'autre contrevient à ces règles, une tierce partie intervient pour arbitrer le différend et rendre une décision obligatoire pour tous et chacun, du professeur adjoint en début de carrière au recteur de l'établissement. Nul n'est au-dessus de la loi. » ■

English on page A8.

Support for Academic Freedom Work



Jim Cheesman, vice-chair of the University of Saskatchewan Faculty Association, presents a \$1,000 cheque for the Harry Crowe Foundation to CAUT executive director James Turk (right). The money will go to support the foundation's work on freedom of academic expression, institutional autonomy & the independence of university research.

Le 28 avril : Jour de deuil national

Il y a une vingtaine d'années maintenant que le Congrès du travail du Canada a déclaré le 28 avril Jour de deuil national à la mémoire des travailleurs et travailleuses qui ont perdu la vie au travail. Depuis, chaque année, syndicaux, conseils du travail, familles et partenaires communautaires se rassemblent pour commémorer les morts. Décrété à l'ori-

gine par un mouvement syndical canadien, ce jour de deuil a depuis été adopté dans plus de cent pays. Le 28 avril rend hommage à ceux et celles qui ont payé de leur vie ou de leur santé.

Cette journée nous donne l'occasion de rompre le silence de l'indifférence pour faire cesser les souffrances causées par les conditions

de travail dangereuses. Encore cette année le Conseil de l'ACPPU commémorera la journée par un moment de silence à la mémoire des collègues qui ont subi des blessures ou qui ont perdu la vie sur les campus canadiens en 2005. ■

English on page A2.

NEWS ACTUALITÉS

R.-U. : Le personnel académique passe à l'action

DANS le but concerté de faire pression sur leurs employeurs pour qu'ils mettent fin à un autre conflit salarial, les professeurs des universités britanniques ne corrigent plus les travaux des étudiants, annulent les cours et les séminaires et refusent de superviser les examens.

Les membres de l'AUT (Association of University Teachers) et de la NATFHE (National Association for Teachers in Further and Higher Education) ont voté à l'unanimité en faveur d'une action de grève pour forcer l'UCEA (Universities and Colleges Employers' Association) à reprendre les négociations.

« Notre décision de recourir à une action de grève n'a pas été prise à la légère », a déclaré la secrétaire générale de l'AUT, Sally Hunt. « Les employeurs ont eu des mois pour mettre un terme à notre différend. Même après que nos membres nous eurent massivement conféré le mandat de passer à l'action, les employeurs refusent toujours de travailler sérieusement au règlement du conflit salarial actuel. »

Les syndicats ont déclenché une grève de 24 heures le 7 mars dernier, et ils prévoient un autre arrêt de travail pour les 2 et 3 mai prochains.

« Nous envisageons une telle mesure en dernier recours absolu », a ajouté Mme Hunt en précisant que les syndicats demeurent déterminés à résoudre le différend à la table de négociation et non pas sur les lignes de piquetage.

Les deux syndicats AUT et NATFHE sont en colère parce que les employeurs n'ont pas, comme ils l'avaient promis publiquement, utilisé les nouveaux fonds du gouvernement pour allouer des bourses aux étudiants et accorder des augmentations de salaire importantes à l'ensemble du personnel.

Mme Hunt a signalé que tous les syndicats du secteur de l'enseigne-



Le 7 mars — Rassemblement à Newcastle. Une autre grève de 48 heures sera reconduite en mai dans l'ensemble du Royaume-Uni.

ment supérieur ont rejeté l'offre salariale de 6 % sur deux ans qui leur a été présentée le 28 mars dernier.

« Comment les employeurs peuvent-ils prétendre se préoccuper du bien-être de leur personnel et des étudiants alors qu'ils les traitent avec autant de mépris? C'est à ne rien y comprendre », a-t-elle ajouté.

Le secrétaire général de la NATFHE, Paul Mackney, explique que les maîtres de conférence, après avoir subi une baisse salariale au cours des deux dernières décennies,

demandent que leurs salaires soient rajustés au niveau de ceux de professionnels comparables.

Et d'ajouter M. Mackney: « Personne ne conteste le fait qu'ils le méritent, et le rattrapage salarial est maintenant rendu possible grâce aux fonds supplémentaires de quelques milliards de livres sterling ». Il précise que les recteurs des universités ont obtenu une augmentation salariale moyenne de 8 % l'an dernier et de 25 % sur les trois dernières années.

L'AUT et la NATFHE ont non seulement été exclues des négociations salariales qui se sont déroulées en mars, mais elles ont aussi été prévenues qu'elles seraient exclues des négociations futures si elles ne suspendaient pas leurs actions collectives.

« Présenter une offre sans même chercher à consulter les plus grands syndicats du personnel académique équivaut à un coup publicitaire raté », a soutenu Mme Hunt. « Les employeurs savent très bien que nos membres ne renonceront pas à ces

actions tant et aussi longtemps que l'on ne nous présentera pas une offre sérieuse. Ils ont déjà accepté de nous rencontrer sans conditions dans des circonstances semblables. Le fait qu'ils posent des conditions à une rencontre à ce stade-ci va à l'encontre du prétendu engagement qu'ils ont pris de dialoguer plutôt que de susciter un différend. Nous sommes déçus qu'ils aient adopté cette approche délibérément néfaste. »

English on page A2.

L'inégalité entre les sexes persiste chez les universitaires

LES femmes demeurent sérieusement sous-représentées au sein de la main-d'œuvre universitaire; elles sont moins susceptibles d'obtenir la titularisation; elles sont plus susceptibles d'occuper des postes à temps partiel ou d'être nommées à des postes de durée déterminée; elles gagnent moins d'argent.

Ce sont là quelques-unes des principales constatations de l'étude *Les femmes dans la main-d'œuvre universitaire* que l'ACPPU a réalisée sur la représentation, la catégorie d'emploi et le salaire des femmes universitaires au Canada, en Australie, en Nouvelle-Zélande, aux États-Unis et au Royaume-Uni.

Fait révélateur, l'étude observe que, parmi les cinq pays à l'étude, le Canada connaît le rendement le plus médiocre pour ce qui est de la proportion globale des femmes dans la main-d'œuvre universitaire.

Selon la présidente de l'ACPPU, Loretta Czernis, cette étude met en lumière le besoin pressant de prendre des mesures plus dynamiques pour corriger le déséquilibre entre les sexes dans les universités et les collèges canadiens.

« Les administrateurs des universités et des collèges doivent appliquer plus judicieusement les poli-

tiques existantes d'équité en matière d'emploi et trouver des moyens de créer un milieu de travail qui favorise davantage la conciliation travail-famille », soutient Mme Czernis. « Les gouvernements ont aussi un rôle à jouer à cet égard afin d'assurer que leurs programmes de financement des établissements d'enseignement supérieur foment la promotion active de l'égalité des sexes. »

Le gouvernement fédéral, poursuit Mme Czernis, pourrait notamment commencer par réaménager le Programme de chaires de recherche du Canada afin de créer un plus grand équilibre entre les sexes lors de l'attribution des chaires. Jusqu'à maintenant, précise-t-elle, seulement 20 % des chaires ont été accordées à des femmes.

L'étude a fait ressortir, entre autres, les constatations suivantes :

Moins du tiers (32 %) des postes de professeurs d'université à temps plein au Canada étaient occupés par des femmes en 2003-2004, comparativement à 20 % il y a dix ans. Le Canada accuse néanmoins un retard sur les autres pays à l'étude. Les femmes occupent 40 % des postes de professeurs d'université à temps plein aux États-Unis, 36 % en Australie et en Nouvelle-Zélande

et 35 % au Royaume-Uni.

Les femmes sont particulièrement sous-représentées parmi les universitaires des rangs les plus élevés. Le tiers environ (34 %) des professeurs agrégés au Canada et 18 % seulement des professeurs titulaires (soit moins d'un poste sur cinq) sont des femmes. La proportion de professeurs titulaires s'élève à 13 % au Royaume-Uni, à 14 % en Nouvelle-Zélande, à 19 % en Australie et à près de 30 % dans les établissements publics aux États-Unis. Par comparaison, les femmes composent la majorité du personnel universitaire à temps plein et sans rang, tels les chargés de cours et les instructeurs.

D'après Mme Czernis, cette différence s'explique en partie par le long cheminement requis pour atteindre les échelons supérieurs, car ce n'est que tout récemment que les femmes ont fait leur entrée en grand nombre dans la main-d'œuvre universitaire. De plus, en moyenne, les professeurs sont moins susceptibles que leurs collègues masculins de détenir un Ph.D.

Dans tous les pays qui ont participé à l'étude, il était plus probable que les femmes soient nommées sans titularisation et qu'elles

occupent des postes à temps partiel ou ne menant pas à la titularisation. Au Canada, 70 % des hommes universitaires sont titularisés, alors que 18 % occupent des postes menant à la titularisation. Pour ce qui est des femmes universitaires, toutefois, moins de 40 % d'entre elles possèdent la titularisation, tandis que 25 % occupent des postes menant à la titularisation.

Aux États-Unis, la proportion globale des professeurs titularisés est sensiblement inférieure à celle du Canada en raison du nombre important et croissant de postes sans titularisation dans le système américain. Il convient toutefois de souligner que l'écart de titularisation entre les hommes et les femmes est inférieur aux États-Unis où plus de la moitié des hommes et 36 % des femmes sont titularisés.

Bien qu'il n'existe pas, comme le précise l'étude, de données complètes sur les professeurs d'université à temps partiel au Canada, on estime qu'en 1997-1998, les femmes représentaient une plus grande proportion des universitaires à temps partiel (42 %) que des universitaires à temps plein (26 %).

Au Canada, au cours de la dernière décennie, seuls des gains mo-

destes ont été observés pour combler l'écart salarial entre les sexes. En 1993, les femmes universitaires gagnaient en moyenne 17,6 % de moins que leurs collègues masculins. En 2003, cet écart avait rétréci à 13,4 %. L'étude constate des variations importantes selon la discipline, l'écart salarial le plus important étant observé dans le génie et les sciences appliquées et les sciences sociales.

Au Canada, l'écart salarial entre les sexes est toutefois inférieur par rapport à ceux des autres pays étudiés. Cette différence peut s'expliquer en partie par les taux plus élevés de syndicalisation des professeurs canadiens et par le fait que les échelles salariales communes sont établies dans les conventions collectives. En 2002-2003, l'écart salarial global était de 14,9 % au Royaume-Uni, de 20,4 % dans les établissements publics aux États-Unis et de 24,2 % dans les établissements privés de ce même pays. ■

Pour un complément d'information, consultez l'étude *Les femmes dans la main-d'œuvre universitaire* à l'adresse : www.caup.ca/fr/publications/educationreview/8-1/femmesauxuniversites.pdf.

English on page A9.

Court Upholds Ruling that UBC President Acted Unreasonably

LANCE Rucker's department head and dean thought he should be promoted to full professor. So did the university's senior appointments committee, a labour arbitrator and the provincial Labour Relations Board. Now, the B.C. Supreme Court agrees as well, leaving university president Martha Piper out in the cold.

Events began almost five years ago when Rucker, an associate professor of dentistry at the University of British Columbia, became eligible for promotion to full professor. The promotion had a green light coming into the president's office, but Piper turned it down. The refusal came despite positive recommendations from below and Rucker's considerable career achievements, including international renown for ground-breaking work in the teaching and practice of dental surgery. Piper advised Rucker that the reason for her negative decision was the "small number of publications in peer-reviewed journals."

The faculty association at UBC filed a grievance, alleging that Piper's decision was unreasonable in the face of the evidence and fraught with procedural error. The case went to arbitration, where the collective agreement's test for promotion became the main issue.

In April 2004, the arbitrator

found that the agreement clearly stated that for faculty in professional schools, "distinguished performance in professional fields" was as equally valid a consideration as an extensive publication record. In her ruling, arbitrator Marguerite Jackson Q.C. stated:

"Her [Dr. Piper's] decision was unreasonable as she acted contrary to, or ignored, the agreement between the parties. It is obvious from Dr. Piper's decision and from her viva voce evidence that she did not consider the possibility of evidence of scholarly activity other than peer-reviewed publications. A decision is unreasonable when evidence that the parties have agreed should be considered is ignored or excluded from consideration. Dr. Piper was obligated under the terms of the agreement to consider evidence beyond that of peer-reviewed publications. She did not."

The arbitrator upheld the grievance and by way of remedy reversed the president's decision. The university appealed the ruling to the B.C. Labour Relations Board. The board rejected the appeal. Following this second defeat, the university appealed that decision to the B.C. Supreme Court. On March 13, 2006, the court handed Piper loss number three by upholding the promotion.

UBC faculty association president Elliott Burnell said the ruling is significant because it provides for an independent review of the president's decisions about promotions, tenure and discipline, consistent with standard labour practice.

"We are pleased with the court's decision," Burnell said. "The record indicates that Dr. Rucker is an exceptional professor who met the appropriate criteria for promotion."

He said the university administration has yet to indicate whether it will appeal further, but he's hopeful the clear message from the Supreme Court will end the issue.

CAUT executive director James Turk said the case "underscores that universities and colleges cannot be governed by administrative fiat."

Unionized academic staff and campus administrators are bound by mutually agreed upon rules set out in collective agreements, he added.

"If one side thinks these rules are being broken, a neutral third party adjudicates the dispute and issues a decision binding on everyone, from the most junior assistant professor to the institution's president," Turk said. "No one is above the law." ■

Version française à la page A6.

Provincial Budgets Offer Mixed Bag for Education

FOUR provincial budgets tabled in March served up mixed offerings for post-secondary education.

Ontario

In Ontario, the focus of the Liberal government's budget was on rebuilding the province's infrastructure, but universities and colleges received \$290 million more in operating grants for 2006-2007 as the next installment in the government's "reaching higher" plan.

That plan, announced in the 2005 budget, will set aside a projected \$6.2 billion over five years to provide more university and college spaces, hire more professors and reduce student debt.

This year's budget will also double student aid spending by 2009, and will increase the number of students who receive up-front grants. Additionally, the government plans to raise the income threshold at which a two-child family qualifies for grants, from \$35,000 to \$75,000.

While the extra funding for financial support programs is a welcome nod, its benefit will be offset by the government's plan to raise tuition fees between 4 and 8 per cent, following a two-year freeze, said Jesse Greener, Ontario chairperson of the Canadian Federation of Students.

"The government is attempting to deflect anger over tuition increases by pointing to changes in student aid," she said. "But the fact is the tuition fee increase over the next four years will effectively wipe out more than the student financial assistance investment to be phased in over the same period. In fact, for every dollar invested in student aid more than a dollar will be clawed back through tuition fee increases."

Quebec

In Quebec, the education community accused the Charest government of ignoring post-secondary education in favour of debt reduction.

The 2006-2007 budget includes an additional \$660 million for education, an increase of 5.4 per cent from last year. Of this amount, \$224.5 million is devoted to post-secondary education, of which universities receive \$148 million, an increase of 7 per cent.

The Fédération québécoise des professeurs et professeurs d'université said the extra funding for post-secondary education is insufficient and does little to redress the chronic underfunding of universities and colleges in the province.

"The budget is focused on being responsible toward future generations and puts the priority on reducing the debt," FQPPU president Cécile Sabourin said. "But the most responsible thing we could do for future generations is to invest in education, health and social services."

Alberta

The reaction from the education community was markedly different in Alberta where the government, flush with revenues from soaring oil prices, announced an 18 per cent increase in funding to post-secondary operating budgets over the next three years.

"This is a home run for advanced education," said Art Quinney, deputy provost of the University of Alberta. "It recognizes that catch up was required."

Other budget highlights include \$300 million to add 15,000 new spaces in Alberta's post-secondary institutions over the next three years, an additional \$7.5 million for scholarships, bursaries and grants for 2005-2006, and a \$250 million contribution to the previously announced \$3 billion endowment fund for post-secondary education.

Newfoundland & Labrador

Finance Minister Loyola Sullivan's 2006 budget unexpectedly added millions of dollars in new funding for universities and colleges — well beyond increases promised in last year's White Paper on post-secondary education.

"Students applaud government's efforts to improve the quality of our post-secondary education system," said Jessica Magalos, Newfoundland and Labrador chairperson of the Canadian Federation of Students. "The new funding, combined with what was outlined last year in the White Paper, will go a long way to ensuring that students receive excellent education and skills training in this province." ■

The Eclipse of Academic Freedom: Coalition Fights to Protect Free Speech

FREE Exchange on Campus, a broad coalition of student, faculty and civil liberty groups in the United States, has launched a campaign to oppose the so-called "Academic Bill of Rights."

The proposed bill, promoted by conservative activist David Horowitz, is "a politically motivated attempt to curb learning on campus by forcing an ideological agenda and curbing the free exchange of ideas," said Megan Fitzgerald, director of the Center for Campus Free Speech, one of the 10 organizations in the coalition.

Citing data purporting to show that Democrats greatly outnumber Republicans in faculty positions, advocates say the bill would maintain political pluralism and diversity.

But Fitzgerald and others who oppose the bill say that Horowitz and his supporters have failed to produce evidence of discrimination against conservative students and faculty.

Elena Cross, a student at Pennsylvania State University, said that her university had been unable to document a bias problem when asked to do so by a member of the state legislature that is considering adopting a version of the bill.

Penn State president Graham Spanier turned over five years' worth of records of student complaints of bias.

Cross said there were 13 complaints of alleged professorial bias and all were resolved with investigations that uncovered no improper bias.

Free Exchange on Campus

A coalition of organizations representing college and university faculty, students and civil liberty groups. Coalition members oppose attempts to limit academic freedom and free speech on U.S. campuses (www.freeexchangeoncampus.org).

- American Association of University Professors
- American Civil Liberties Union
- American Federation of Teachers
- Campus Progress/Center for American Progress
- Center for Campus Free Speech
- National Association of Student Public Interest Research Groups
- National Education Association/NEA Student Program
- People for the American Way Foundation/Young People For (YP4)
- Vox: Voices for Planned Parenthood
- United States Student Association

"Since this covered 177,457 courses, 8,000 faculty and 80,000 students at all of the Penn State campuses, this is a significant finding," she said.

Twenty-five states have introduced legislation modeled on the bill that critics say would limit speech by faculty members on a wide range of topics. In most of these states, the bill has failed, yet Horowitz continues to find conservative legislators

to promote the bill.

The bill calls on universities and colleges to ensure there is political diversity in what is taught and there is no political discrimination in hirings.

Many academics have condemned the movement, saying the proposal is really about imposing conservative ideology into classroom discussions.

"There is no liberal scientific method or conservative scientific method," said Lisa Klein, president of Rutgers University Faculty Association and Rutgers American Association of University Professors/American Federation of Teachers chapter president.

Klein, a tenured professor of material sciences and engineering, said she opposes the bill because it means "students will not be exposed to ideas that are new or contentious or unconventional. This to me seems truly unfortunate and a disservice to students."

The AAUP writes in a statement that "when carefully analyzed, the Academic Bill of Rights undermines the very academic freedom it claims to support."

The AAUP also said the bill "threatens to impose administrative and legislative oversight on the professional judgement of faculty, to deprive professors of the authority necessary for teaching, and to prohibit academic institutions from making the decisions that are necessary for the advancement of knowledge." ■

Version française à la page A11.

Fin de la grève à l'UPEI



Le 5 avril — Le syndicat du personnel académique de l'Université de l'Île-du-Prince-Édouard annonce la fin de la grève de ses membres entamée le 21 mars dernier. Le syndicat et la direction ont trouvé les bases d'une entente. Les membres étaient sans convention collective depuis le 1^{er} juillet 2005.

NEWS ACTUALITÉS

CAUT Survey Shows PSE Gender Inequity Widespread

CAUT has released a new report that shows underrepresentation of women among academic staff remains a persistent and troubling feature of universities and colleges in Canada.

WOMEN are still seriously under-represented in the academic workforce, less likely to have tenure, more likely to hold part-time and limited-term appointments, as well as earn less money.

These are some of the key findings in CAUT's Women in the Academic Workforce survey, which looks at the representation, appointment status and salaries of female academics in Canada, Australia, New Zealand, the United States and the United Kingdom.

Tellingly, the survey finds that among the countries studied, Canada has the lowest overall share of women in the academic workforce.

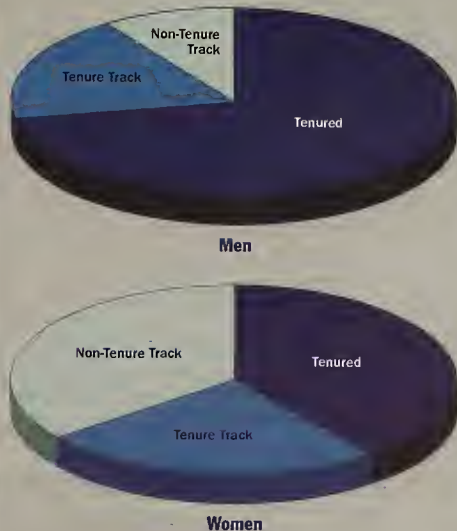
CAUT president Loretta Czernis says there is a pressing need for more aggressive initiatives to correct the gender imbalance in Canadian universities and colleges.

"University and college administrators need to make better use of existing employment equity policies and explore ways to create a more family-friendly work environment," she said. "Governments also have a role to play in this by ensuring their university and college funding programs actively promote gender equity."

Czernis said a good start would be redesigning the Canada Research Chairs program to ensure greater gender balance in the awarding of chairs. She said the program had to date awarded only 20 per cent of the chairs to women.

Among the survey findings:

Men vs. Women in the Academy



Women made up less than one-third (32 per cent) of Canada's full-time academic workforce in 2003-2004, up from 20 per cent a decade ago, but Canada lags behind other countries, where women make up

40 per cent of full-time faculty in the U.S., 36 per cent in Australia and New Zealand and 35 per cent in the U.K.

Women are particularly under-represented in the most senior academic ranks throughout the countries surveyed.

About one-third (34 per cent) of Canada's associate professors are women, while less than one in five full professors (18 per cent) are women. The survey reports the number of female full professors in the U.K. at 13 per cent, New Zealand at 14 per cent, Australia at 19 per cent and in U.S. public institutions at nearly 30 per cent. By contrast, women make up the majority of full-time academic staff without rank, such as lecturers and instructors.

Czernis says this is partly explained by the longer time required to progress to the senior ranks, as women have only relatively recently entered the academic workforce in significant numbers. In addition, female faculty on average are less likely to hold a PhD than their male colleagues.

Employment Status

Throughout the countries surveyed, women are more likely to be appointed without tenure and to hold part-time and non-tenure track positions. In Canada, seven in 10 male academic staff have tenure, while 18 per cent are in positions leading to tenure. But of all female faculty, fewer than 40 per cent have tenure, while 25 per cent are on the tenure track.

The overall share of faculty with tenure in the U.S. is noticeably lower than in Canada due to the larger and growing numbers of non-tenured positions in the American system.

However, it is notable that the tenure gap between men and women is smaller in the U.S., where more than one-half of men and 36 per cent of women have tenure.

While the survey notes there are no reliable figures on part-time faculty employment in Canada, it is estimated that in 1997-1998, women accounted for a larger proportion of part-time (42 per cent) than full-time (26 per cent) faculty members.

Pay Inequity

In Canada, there has been only modest improvement in narrowing the gender pay gap over the past decade. In 1993, female academics on average earned 17.6 per cent less than their male colleagues. By 2003, this gap had narrowed to 13.4 per cent. The survey reports notable variations by discipline, with the widest pay gap in engineering and applied sciences, and social sciences.

The gender pay gap in Canada is narrower, however, than in the other countries surveyed, which might be partly explained by high unionization rates of Canadian faculty and collective agreements setting out common salary scales. In 2002-2003, the overall gender salary gap in the U.K. was 14.9 per cent, at U.S. public institutions 20.4 per cent and at private institutions 24.2 per cent.

For details see *Women in the Academic Work Force* at www.caut.ca/en/publications/educationreview/education-review8-1.pdf.

Version française à la page A7.

Les collèges et le SEFPO s'entendent sur l'arbitrage exécutoire

LES 9 100 membres du personnel scolaire en grève des collèges communautaires de l'Ontario sont retournés en classe le 27 mars dernier après que le Syndicat des employés de la fonction publique de l'Ontario (SEFPO) et la direction des collèges ont conclu une entente selon laquelle les points encore en litige seront résolus par l'arbitrage exécutoire volontaire.

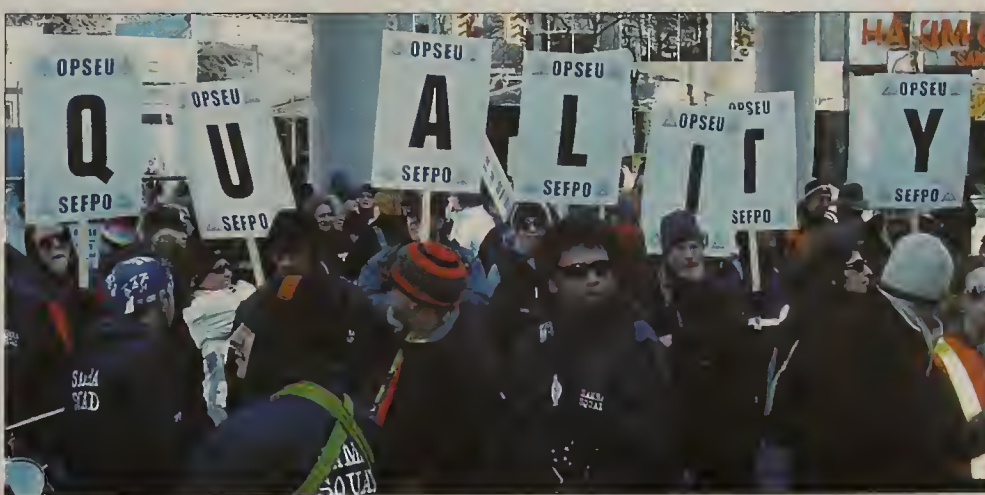
« Nous avons proposé l'arbitrage exécutoire lorsqu'il est apparu évident que les directeurs des collèges ne feraient aucune concession sur la qualité de l'éducation à la table de négociation », a déclaré Ted Montgomery, président de l'équipe de négociation du personnel scolaire.

L'employeur, représenté par le Conseil de la rémunération et des nominations dans les collèges, a mis deux jours avant d'accepter la proposition, a précisé M. Montgomery.

Et d'ajouter que les directeurs des collèges ont gaspillé suffisamment de temps au détriment des étudiants.

« Ils ont retardé la reprise des cours jusqu'au mardi suivant, même si les enseignants étaient présents dans leurs salles de classe le lundi suivant l'entente conclue le vendredi », a-t-il dénoncé. « Les collèges auraient dû être prêts à accueillir les étudiants sur-le-champ. »

Durant les dix-huit jours de grève, l'employeur a maintenu qu'il n'était pas en mesure de faire droit aux revendications des membres du



Pour la qualité de l'éducation — Les enseignants revendiquaient une réduction de l'effectif des classes pour consacrer plus de temps aux étudiants.

syndicat concernant la réduction de l'effectif des classes et l'augmentation du personnel scolaire, « pour que les personnes responsables de l'enseignement dans chacun de nos collèges puissent accorder plus de temps, plus d'attention et un meilleur feedback à chaque étudiant et étudiante », a expliqué M. Montgomery.

Selon les chiffres du budget provincial, les collèges enregistrent

cette année un surplus de 50 millions de dollars et prévoient d'en enregistrer un autre de 35 millions de dollars l'an prochain, sans compter les économies de 30 millions de dollars réalisées grâce à la grève.

« Nous sommes choqués que l'employeur se serve des étudiants et des membres du personnel scolaire pour tenter d'obtenir plus d'argent du gouvernement », a soutenu M. Montgomery.

Des marches de solidarité se sont déroulées dans tous les campus des collèges communautaires de l'Ontario la veille où les directeurs des collèges ont accepté l'arbitrage exécutoire.

« Nous sommes très heureux que nos collègues et les étudiants de l'ensemble du secteur de l'éducation aient participé en si grand nombre à ces activités », a déclaré Paddy Musson, présidente de la Division

du personnel scolaire du SEFPO. « Nous tenons à remercier tout particulièrement les associations provinciales d'enseignantes et d'enseignants, la Fédération canadienne des étudiantes et étudiants ainsi que l'ACPPU et ses associations membres de personnel académique pour leur soutien indéfectible et leur participation à nos rassemblements. »

English on page A5.

Academic freedom has a long history.

"Academic freedom is a modern term for an ancient idea. Although the struggle for freedom in teaching can be traced at least as far back as Socrates' eloquent defense of himself against the charge of corrupting the youth of Athens, its continuous history is concurrent with the history of universities since the twelfth century."

— Richard Hofstadter

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If you value academic freedom, please make a donation to the Harry Crowe Foundation — a charitable foundation set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of university research.

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NEWS

SFU Senate Approves Private Prep College

SIMON Fraser University has approved a controversial deal with Australian-based IBT Education Limited to establish a for-profit preparatory college for international students at its Burnaby campus — the first of its kind in Canada.

The SFU senate voted 27-15 in favour of the project in early March, despite opposition from faculty and students who warned that contracting out international education to a profit-driven enterprise risks sacrificing academic quality and tarnishing SFU's reputation.

The university argues the deal is consistent with its long-term strategy to boost its international enrolment and ensure a smoother transition for international students.

But SFU faculty association president Yaroslav Senyshyn said the deal is "definitely out on the edge," pointing to the experience of Australian universities that have signed on with for-profit partners to boost their international student population and bottom line.

"The Australian experience is instructive," he said. "Universities there are now facing serious criticisms they've cut corners and compromised academic standards to attract and retain new 'customers'."

The new facility, Fraser International College, is scheduled to open in September 2006 with about 120 students, a figure SFU says will grow to 1,000 in five years and peak at 2,000.

IBT will manage the college's affairs, which includes recruiting overseas students. SFU will construct the buildings in exchange for rent that it says could climb to \$10 million annually.

Senyshyn said the senate will review the joint venture in four years.

"In the meantime, we're looking at options we might have to continue to voice our opposition to the deal," he said. ■

Version française à la page A2.

Victoire pour la liberté académique à l'UBC

LE Conseil des relations du travail de la Colombie-Britannique a débouté l'administration de l'Université de la Colombie-Britannique (UBC) qui revendiquait le droit d'auteur sur le matériel didactique préparé par une professeure de l'établissement. En février 2004, l'arbitre James Dorsey avait accueilli le grief dans lequel l'association des professeurs de l'UBC contestait le droit de l'université d'exiger de Mary Bryson qu'elle lui cède son droit d'auteur sur le matériel didactique.

« La décision originale de l'arbitre fait époque pour la liberté académique et les droits du personnel académique », s'est félicité le président de l'association des professeurs de l'UBC, Elliott Burnell. « Lorsque l'administration a interjeté appel de cette décision devant le Conseil provincial des relations du travail, nous étions déterminés à nous battre pour faire respecter la décision arbitrale. »

Le conseil a rejeté chacun des cinq motifs d'appel invoqués par l'université et a validé ainsi, sur tous les points, l'obstination de l'association des professeurs.

« Le personnel académique de

tous les établissements canadiens doit beaucoup à l'association des professeurs de l'UBC et à la professeure Bryson, la plaignante originale », a déclaré la présidente de l'ACPPU, Loretta Czernis. « La décision rendue contribue à renforcer la liberté académique et les droits à la propriété intellectuelle de tous et chacun d'entre nous. »

Cette nouvelle victoire s'ajoute aux succès juridiques accumulés récemment par l'association, entre autres le jugement dans lequel la Cour suprême de la Colombie-Britannique a fait droit à un grief concernant une promotion ainsi que la décision d'un tribunal des droits de la personne confirmant le droit de l'association de commenter publiquement des points controversés devant le tribunal. ■

Ressources (disponibles seulement en anglais) : Landmark Academic Freedom Decision at UBC » (avril 2004) www.caut.ca/en/bulletin/issues/2004_april/

La décision arbitrale rendue dans l'affaire Dr. Mary Bryson and Master of Educational Technology (18 février 2004) est disponible à www.caut.ca/en/issues/academicfreedom/mary_brysonarbitrationaward.pdf.

English on page A4.



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NEWS ACTUALITÉS

Lutte d'une coalition américaine en faveur de la liberté d'expression

FREE Exchange on Campus, une vaste coalition américaine d'étudiants, de professeurs et de groupes de défense des libertés civiles, a lancé une campagne d'opposition au manifeste « Academic Bill of Rights ».

Ce projet de déclaration mis de l'avant par l'activiste conservateur David Horowitz est « une tentative purement politique qui vise à brider l'enseignement sur les campus par l'imposition d'un système idéologique et d'enlèvement au libre échange des idées », dénonce Megan Fitzgerald, directrice du Center for Campus Free Speech, l'un des dix organismes membres de la coalition.

Citant des données visant à montrer que les démocrates dépassent largement en nombre les républicains parmi les professeurs d'université, les partisans du projet avancent que cette mesure législative contribuerait à assurer le pluralisme et la diversité politiques.

Or, selon Mme Fitzgerald et d'autres opposants au projet, David Horowitz et ses partisans n'ont justement pas réussi à produire des preuves de discrimination à l'égard des étudiants et des professeurs conservateurs.

Elena Cross, une étudiante à la Pennsylvania State University, fait valoir que l'administration de cet établissement a été incapable de documenter cette prétendue partialité comme l'en avait chargée un membre de la législature d'État qui envisageait d'adopter une version du projet de loi.

Le recteur de la Pennsylvania State University, Graham Spanier, a épluché les dossiers remontant à cinq ans des plaintes de partialité déposées par les étudiants.

Mme Cross soutient que l'université a enregistré 13 plaintes à l'encontre de professeurs taxés de partialité et que, dans tous les cas, les enquêtes ont réfuté les allégations avancées.

« On parle ici de 177 457 cours, de 8 000 professeurs et de 80 000 étudiants dans l'ensemble des campus de la Penn State. Cette constatation est donc très révélatrice », précise-t-elle.

Vingt-cinq États ont déposé un projet de loi conçu sur le modèle d'une déclaration qui, soulignent les critiques, restreindrait la liberté d'expression du corps professoral sur une vaste gamme de sujets. Bien que la plupart de ces États aient rejeté un tel projet de loi, David Horowitz continue à se rallier des législateurs conservateurs qui font la promotion de l'« Academic Bill of Rights ».

Ce manifeste exhorte les universités et les collèges à veiller à ce que l'enseignement dispensé reflète la diversité des opinions politiques et à ce que les pratiques d'embauche soient dénuées de toute discrimination d'ordre politique.

Bon nombre d'universitaires ont condamné cet appel à la mobilisation qui vise ni plus ni moins à imposer l'idéologie conservatrice dans les salles de classe.

« Il n'existe ni méthode scientifique libérale ni méthode scientifique conservatrice », précise Lisa Klein, présidente de l'association des professeurs de la Rutgers University et présidente de la section locale de la Rutgers American Association of University Professors/American Federation of Teachers.

Mme Klein, professeure titulaire de sciences des matériaux et de génie, dit s'opposer au projet de loi parce qu'il « empêchera que les étudiants ne soient sensibilisés aux idées nouvelles ou controversées ou peu conventionnelles. Cela me semble très regrettable, voire préjudiciable à l'apprentissage des étudiants ».

L'AAUP affirme dans un communiqué que « l'American Bill of Rights, lorsqu'on l'analyse attentivement, porte atteinte à la liberté académique même qu'il prétend défendre. Il menace d'assujettir le jugement professionnel des professeurs à des contraintes administratives et législatives, de déposséder les professeurs de l'autorité dont ils ont besoin pour enseigner et d'interdire aux établissements universitaires de prendre les décisions nécessaires au développement des connaissances ».

English on page A8.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by AAUP, the Association of American Colleges and Universities, and more than 180 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found at AAUP's website (www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this list by vote of the AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that the institution is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This list does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to re-

frain from accepting appointment to an institution so long as it remains on the list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with year censured, are listed below. Reports were published as indicated by the *Academe* citations listed. Reference should also be made to "Developments Relating to Censure by the Association" published at the AAUP website. ■

AAUP List of Censured Administrations

INSTITUTION NAME	ACADEME CITATION	YEAR
GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
TALLADEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
DEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
SENNINGTON COLLEGE	March-April 1995(91-103)	1995
	January-February 1998(70-75)	
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAO SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1999(46-50)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000(54-63)	2000
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2001(63-77)	2001
TIFFIN UNIVERSITY OHIO	January-February 2002(53-63)	2002
UNIVERSITY OF OBUQUIG IOWA	September-October 2001(62-73)	2002
PHILADELPHIA COLLEGE ARKANSAS	January-February 2004(57-68)	2004
VIRGINIA STATE UNIVERSITY	May-June 2005(47-62)	2005
UNIVERSITY OF THE CUMBERLANDS KENTUCKY	March-April 2005(99-113)	2005
MEHARRY MEDICAL COLLEGE TENNESSEE	November-December 2004(56-78)	2005

Nominations for CAUT Executive Committee

EIGHT candidates have been nominated for position vacancies on the CAUT executive committee. Elections will take place April 29 at the CAUT Council meeting. ■

Candidatures au Comité de direction

HUIT personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU. Des élections auront lieu le 29 avril lors de l'assemblée du Conseil de l'ACPPU. ■

Nominees Candidatures

CAUT Executive Committee
Comité de direction de l'ACPPU

President/Président
Greg Allain (Moncton)

Vice-President/Vice-président
Mark Gabbert (Manitoba)

Treasurer/Trésorier
John Baker (Calgary)

Members-at-large
Membres ordinaires
Janice Best (Acadia)
Cindy Oliver (FPSE)
Yaroslav Senyshyn (Simon Fraser)

Committee Chairs
Présidents des comités

CBEB/NAÉE
Doug Lorimer (Wilfrid Laurier)

Librarians/Bibliothécaires
Kent Weaver (Toronto)

CAREERS CARRIÈRES

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L	Y
M	Z

B12 Accommodations

How to Place a Career Ad

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A

■ **ACCOUNTING** – Saint Mary's University. The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for two tenure track positions at the Assistant Professor level. The appointments will commence July 1, 2006. Tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. A professional accounting designation is also highly desirable. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees, including an MBA and a PhD in Management. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrollment of approximately 2,500 students pursuing undergraduate, masters, and doctoral degrees, it is the largest business program in Atlantic

Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation in 2004. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately fifteen part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates over 100 accounting majors each year. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae and the names

and full contact information of three referees to: Dr. Peter Secord, Chair, Department of Accounting, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3; Fax: 902-420-5011; or by e-mail to: carly.golden@smu.ca. More information about the University may be found at www.smu.ca. Consideration of candidates will begin March 15, 2006. Applications will continue to be accepted until positions are filled.

■ **ACCOUNTING DIRECTOR** – University of Waterloo. The School of Accounting at the University of Waterloo, Canada, invites nominations and applications for the position of Director, effective July 1, 2006. The successful candidate will help the School to reach a new level of excellence in research and to build relationships in the broader corporate community, while maintaining its tradition of outstanding teaching. Candidates should be proven leaders in a professional, corporate, or academic setting, committed to transparency and inclusivity, and have strong interpersonal, communication, and motivational skills. Other desirable attributes include a commitment to professional education, knowledge of university culture,

administrative competence, and a successful record of scholarship. The School is a Canadian leader in accounting education and research, with a record of service to the profession and academia. The School's scope is expanding, with new programs in financial management, computing and finance, and information systems assurance. Applications to our undergraduate cooperative education programs exceed 2,000 for approximately 215 places. The School also has highly successful Master's of Accounting, Taxation, and Finance programs, and a doctoral program that has produced outstanding accounting PhDs. New premises are scheduled for completion in 2007. More details about the University, the School, and the position are available from accounting.uwaterloo.ca. The Selection Committee will begin reviewing applications immediately. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native

people and persons with disabilities. Send applications or nominations in confidence to: Professor R. Kerton, Dean, Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 746-4147. For other communications, please contact Brenda Smith: brenda.smith@utoronto.ca.

■ **AGRICULTURAL ECONOMICS** – University of Alberta. The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics, invites applications from outstanding individuals for one full-time, tenure-track position of the Assistant or Associate Professor level. As a result of our current directions in undergraduate and graduate programs, and to build on areas of research strength, we are interested in high quality candidates in the area of Agricultural Economics with research expertise applied to marketing, policy, trade, or production economics. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally funded research program, and assist in the administrative duties of the Department and Faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Economics, Agricultural Economics or a related field or expect to receive one before August 31, 2006. Research and/or industry experience beyond a doctoral degree is desirable. The University of Alberta is one of Canada's largest and most respected research universities. The University has a population of almost 36,000 students, and granted 7,458 degrees in 2004. It is located in Edmonton, the provincial capital of Alberta. With a metropolitan area population of approximately one million people, Edmonton is home to several major arts and music festivals each year, and boasts the largest system of urban parkland in North America. For more information on the University of Alberta and Edmonton, please visit <http://www.ualberta.ca> and <http://www.edmonton.ca>.

Advertising Deadlines 2006–2007 Dates limites

Beginning August 2006, CAUT is introducing only one deadline date prior to publication for advertising material in the *Bulletin*. Ad space will close approximately three weeks prior to publication date. Ad deadline dates are also the materials due dates. Copy changes, art changes, cancellations or late postings will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

À compter du mois d'août 2006, il n'y aura plus qu'une seule date de tombée pour les annonces à publier dans le *Bulletin* de l'ACPPU. L'espace publicitaire fermiera environ trois semaines avant la date de parution. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE NUMÉRO	AD DEADLINE / DATE LIMITE	PUBLICATION DATE DE PARUTION
September 2006 septembre	August 09 août 2006	August 31 août 2006
October 2006 octobre	September 06 septembre 2006	September 28 septembre 2006
November 2006 novembre	October 04 octobre 2006	October 26 octobre 2006
December 2006 décembre	November 08 novembre 2006	November 30 novembre 2006
January 2007 janvier	November 29 novembre 2006	December 21 décembre 2006
February 2007 février	January 05 janvier 2007	January 25 janvier 2007
March 2007 mars	February 01 février 2007	February 22 février 2007
April 2007 avril	March 01 mars 2007	March 22 mars 2007
May 2007 mai	April 03 avril 2007	April 24 avril 2007
June 2007 juin	May 02 mai 2007	May 24 mai 2007

Advertising Rates (Section B)

All prices in effect until June 2006

CAREERS	
Display ads	\$60 / col./line
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Colour surcharge (CMYK)	\$900
Digital output (CMYK ads only)	\$75
Premium space (display ads only)	+25%
Agency commission (camera-ready display ads)	-15%

Publisher's Statement

The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exclusion from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'en juin 2006

CARRIÈRES	
Grandes annonces	60 \$/pouce-col.
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Annonces classées	0,50 \$/mot

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Supplément pour quadrichromie	900 \$
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Espace prime (les grandes annonces)	+25 %
Restitution d'agence (prêts à photocopier)	-15 %

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'il y ait des raisons conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU
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CAREERS CARRIÈRES

house state-of-the-art pre-print processing facilities for crops processing and applications development. Applications, including a statement of research and teaching interests, curriculum vitae, and the names of three referees should be sent to: Dr. Enas-Turk, Food and Nutritional Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2P5. Closing date for application is April 30, 2006 or until a suitable candidate is found. For further information on this position contact Dr. Enas-Turk at (780) 492-2131, (780) 492-2205 (fax), email: enas.turk@ualberta.ca, or visit our web site at www.afn.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANATOMIC PATHOLOGY** – McGill University. The Department of Pathology of McGill University and the McGill University Health Centre (MUHC) invites applications for full-time staff positions in Anatomic Pathology. The positions are open to junior and experienced academic pathologists. The successful candidates will participate in general diagnostic work and the teaching of medical students and residents. Established expertise or willingness to develop expertise in one or more of the following specialty areas is desired: autopsy pathology, dermatopathology, cytopathology, gastrointestinal pathology, gynecological pathology and hematopathology. Opportunity for collaborative or independent research is available and encouraged. Candidates should be certified in Anatomic Pathology by the Royal College of Physicians and Surgeons of Canada and/or the American Board of Pathology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment. Candidates would benefit from a working knowledge of both official languages. Please send letter of application, recent curriculum vitae and contact information of at least 3 referees to: Dr. David G. Haggert, Professor and Chair, Department of Pathology, McGill University, 3775 University St., Room 805, Montreal, QC, H3A 2B4, Canada; Tel: (514) 398-7392 Ext. 00515; Fax: (514) 398-3465; Email: laura.fiorini@mcgill.ca

■ **ARTS & SCIENCES/CANADA RESEARCH CHAIR TIER I** – First Nations University of Canada building, uniquely sculpted by renowned architect Douglas Cardinal, is located on the University of Regina campus, in the picturesque Wascana Centre, the largest urban park in North America. We provide opportunities for students of all nationalities to learn in a professional and friendly environment enriched by First Nations cultures and values. Our Elders teach us that everyone has been given a special path to follow by the Creator, and those

who acquire knowledge of themselves and the world gain spiritual power. With the unity, diversity, and scope of its programs, the First Nations University of Canada plays a vital role in Canadian higher education. The First Nations University of Canada invites applications for a Tier 1 Canada Research Chair (CRC), available in any of our fields of study: Public Policy, Science, Mathematics, Indigenous Studies, Social Work, Health Studies, Indigenous Languages and Linguistics, Indian Fine Arts, English, Indian Education, and Indian Communication Arts. The primary goals of the CRC program (www.chairs.gc.ca) are to promote outstanding research and to train highly qualified personnel. All CRC positions are subject to final

approval by the CRC Secretariat. The appointment will be at the Associate or Full Professor level, depending on the qualifications of the successful candidate. Applicants must hold a PhD, possess an excellent record of research, and be leaders in their fields. Candidates are also expected to submit a proposal to the Canadian Foundation for Innovation (www.innovation.ca) at the time of the University's CRC nomination. Preference will be given to First Nations, Aboriginal, and other designated group members (SIHR #E93-13), so please indicate your status on the covering letter. However, all qualified candidates are strongly encouraged to apply. The competition will remain open until the successful candidate is identified. For

more information on the First Nations University of Canada, please see our website (www.firstnationsuniversity.ca), Human Resources Department, First Nations University of Canada, #1 First Nations Way, Regina, SK, Canada, S4S 0K2; Telephone: (306) 790-5950 ext. 2510; Fax: (306) 790-5997; Email: hr@firstnationsuniversity.ca

■ **AUDIOLOGY** – The University of Western Ontario. The School of Communication Sciences and Disorders in the Faculty of Health Sciences at The University of Western Ontario invites applications for a probationary (tenure-track) position, at the rank of Assistant Professor, in Auditory Neuroscience. The successful candidate will be a member of the National Centre for Audiology (NCA) and will

be responsible for developing and sustaining a dynamic program of research, teaching at the graduate and senior undergraduate levels, participating in the activities of the NCA and providing service in support of relevant university and community activities. The successful candidate will be expected to be an active participant in one or more graduate research training programs. Candidates must hold a PhD degree in Communication Sciences and Disorders, or a related field, post-doctoral research experience will be an asset. Candidates must provide evidence of ability to develop and sustain an independent program of externally funded research. The School of Communication

Sciences and Disorders offers graduate-level studies in the disciplines of Audiology and Speech-Language Pathology, leading to a Master of Clinical Science (MCS) degree. The School also participates in an interdisciplinary Masters (MSc) and doctoral program in Health and Rehabilitation Sciences offering a major in Hearing Science. The Faculty of Health Sciences is the home of the National Centre for Audiology, a major research facility that supports a range of research programs in Audiology and Hearing Sciences. The School maintains the research-oriented, in-house H.A. Leeper Speech and Hearing Clinic that provides for the assessment and treatment of hearing and speech and language disorders in children.

KORN/FERRY INTERNATIONAL

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Simon Fraser University invites applications and nominations for the position of Associate Vice-President, Students and International.

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Recently, the Board of Governors approved the creation of an Associate Vice-President, Students and International role to reflect the importance of student services and internationalization at the University. This portfolio provides leadership to a highly motivated team of 270 staff members engaged in the delivery of services that span a student's entire university experience – from support for academic success to making connections with others. The Associate Vice-President will be a member of the senior leadership of the University and will provide strong strategic and managerial leadership of the University's processes and activities related to Student Services and SFU International.

The successful candidate for this position will be an energetic, creative and collegial leader. An impressive record in creating a vibrant community where students can flourish and in building strategies for international activities which distinguish an organization will be essential. The Associate Vice-President will report to the Vice-President, Academic and Provost and participate in the work of the University's senior academic planning and administrative committees.

Simon Fraser University is committed to employment equity, welcoming diversity in the workplace and encouraging applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and permanent residents will be given priority. Letters of application, or nominations, accompanied by a curriculum vitae, should be sent to Kelli Vukelic, Senior Associate, Korn/Ferry International, at kelli.vukelic@kornferry.com. Applications will be considered until May 1st, 2006. Further information can be found at <http://students.sfu.ca/> and <http://www.sfu.ca/international/>

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The Lower Mainland of British Columbia offers a wealth of cultural, social and outdoor activities as well as moderate weather and breathtaking scenery. From kayaking coastal waters to skiing majestic mountain peaks, year-round recreation is a key part of the active B.C. lifestyle!

Douglas College is recruiting a faculty member who will bring strengths in teaching and scholarly activity to support the department's unique focus on the role of play, recreation, and leisure in health promotion, rehabilitation, and quality of life for persons with illnesses and disabilities. We are inviting applications for a regular faculty member, with a doctoral degree in Therapeutic Recreation, Leisure/Recreation or related health field, to teach, commencing in August, 2006, in the new Bachelor degree in the Therapeutic Recreation program.



Douglas College

CAREERS CARRIÈRES

drin and adults. The effective date of the appointment is July 1, 2006. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact information for three referees to: Dr. Ron Watson, Acting Director, School of Communication Sciences and Disorders, Room 1510 Elson College, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6G 3K1; <http://www.uwo.ca/hsc/>. The deadline for receipt of applications is May 14, 2006. Please quote number HS-057 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

B

BIOLOGY – Saint Mary's University. Saint Mary's University invites applicants for a Tenure-Track Assistant Professor position commencing July 1st, 2006 (subject to final budgetary approval) that will involve a cross-appointment between the Biology Department and the Forensic Science Program. Preference will be given to Molecular Biologists with experience in DNA analysis, genomics, bioinformatics or in other areas relevant to Forensic Science. Applicants must possess a PhD. Evidence of excellence in research and teaching and/or postdoctoral experience is desirable. The successful candidate will be expected to contribute significantly to the diploma program in Forensic Science and to develop an externally-funded research program and supervise honours and/or graduate students. The Biology Department has a young, research-oriented faculty, while Forensic Science is a well-established undergraduate program, supported by the RCMP. The department fronts

graduate students via the MSc in Applied Science Program and has upgraded its infrastructure via its successful CFI (Canadian Foundation for Innovation) applications. Furthermore, a major extension and renovation of the Science Building is underway. Details of departmental interests and activities can be found at: <http://www.stmarys.ca/academic/science/biology/welcome.html>. A description of the Forensic Science Program is available at: <http://www.stmarys.ca/academic/science/forensic/welcome.html>. Applicants should include a curriculum vitae, a proposed research programme, preferably using the NSERC Discovery Grant or similar format, copies of résumés, and other relevant documents, and the names and addresses of three persons willing to provide a reference. Applications should be sent to: Dr. M. Larsen, Acting Chair, Biology Department, Saint Mary's University, 923 Robt Street, Halifax, Nova Scotia, B3H 3C3, by April 13th, 2006. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

BIOLOGY – Cape Breton University. Cape Breton University (CBU) invites applications for a nine-month term (biological replacement) position in Biology at the rank of Assistant Professor to commence August 2006, subject to budget approval. The successful candidate will teach undergraduate courses in environmental biology (BIO 203) and/or genetics (BIO 266) and in a subset of the following areas: botany, plant ecology, plant taxonomy, and evolution. Applicants must have a PhD in Biology or a related discipline and have a strong academic and research background. Applicants are expected to demonstrate potential and commitment to teaching, research, and/or graduate students. The Biology Department has a young, research-oriented faculty, while Forensic Science is a well-established undergraduate program, supported by the RCMP. The department fronts

graduate students via the MSc in Applied Science Program and has upgraded its infrastructure via its successful CFI (Canadian Foundation for Innovation) applications. Furthermore, a major extension and renovation of the Science Building is underway. Details of departmental interests and activities can be found at: <http://www.stmarys.ca/academic/science/biology/welcome.html>. A description of the Forensic Science Program is available at: <http://www.stmarys.ca/academic/science/forensic/welcome.html>. Applicants should include a curriculum vitae, a proposed research programme, preferably using the NSERC Discovery Grant or similar format, copies of résumés, and other relevant documents, and the names and addresses of three persons willing to provide a reference. Applications should be sent to: Dr. M. Larsen, Acting Chair, Biology Department, Saint Mary's University, 923 Robt Street, Halifax, Nova Scotia, B3H 3C3, by April 13th, 2006. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

BIOLOGY/PHYSICS – University of Waterloo. The University of Waterloo/NSERC University Faculty Award (UFA) in Biophysics. The Departments of Physics and Biology at the University of Waterloo are seeking to nominate a candidate for a Natural Sciences and Engineering Research Council of Canada (NSERC) University Faculty Award (UFA) for the Fall 2006 competition. These awards are directed toward women and aboriginals in science and engineering (see http://www.nserc.ca/guide/sf/3g_e.htm). A successful candidate will be appointed as a regular tenure-track faculty member at the Assistant Professor level jointly in both departments, starting July 1, 2007. Applicants whose research lies broadly within the area of biophysics will be considered. Applicants must have a PhD degree and a proven research record, normally including postdoctoral experience. The chosen candidate is expected to develop an innovative, externally-funded research program as well as be committed to excellent teaching at both the undergraduate and graduate levels. We also encourage applicants who have career delays associated with family responsibilities. Inquiries and applications should be sent to the Biology/Physics UFA Search, Robert Mann, Chair, Department of Physics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (1-2 pages in length), a short statement of teaching interests, and three letters of recommendation before May 1, 2006. In exceptional circumstances a second appointment may be possible. For information concerning the Department of Biology and Physics can be found at <http://science.uwaterloo.ca/biology> and <http://science.uwaterloo.ca/physics>. In accordance with UFA requirements, this position is available only to Canadian citizens and permanent residents of Canada. Screening of applications will commence on May 1, 2006.

BUSINESS & SOCIETY – York University. York University, Faculty of Arts, Division of Social Sciences invites applications for a one-year contractually limited appointment in Business and Society. The Assistant Professor level commencing July 1, 2006. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including Business and Society (BUSO). Information about the BUSO program can be found at <http://www.arts.yorku.ca/socscibuso/>. The successful candidate will hold a PhD or be close to completion of one in the social sciences and must demonstrate a strong competence in undergraduate teaching, with a background and perspective for teaching upper level courses within a critical interdisciplinary program. A promise of excellence in research and publication in the field of business and society is preferred. The candidate will teach the equivalent of three full-year courses including AS/SOSC 4040 6.0 Issues in Business and Society. The ability to teach AS/SOSC 4043 6.0 Business Law and Corporate Governance in Comparative Perspective could be an asset. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/ccs/afac>. A copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA, and Mexico may apply for the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a short statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Chair, Division of Social Sciences, 5756 Ross Building, 4700 Keele Street, Toronto, M3J 1P3. Telephone: 416-736-5056; Fax: 416-736-6549; E-mail: buso@yorku.ca. All York University positions are subject to budgetary approval. Deadline: May 1, 2006.

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CHEMICAL & MATERIALS ENGINEERING – University of Waterloo. The Department of Chemical & Materials Engineering invites applications for the position of Research Associate in chemical engineering. This position requires active involvement in the execution of specific research projects on bio-specific drug delivery systems with a focus on chemical synthesis of new drug carriers, and their in vivo and in vitro evaluation. Some supervision of more junior researchers is expected. The successful candi-

date will have a PhD in Organic Chemistry or a related area. Experience with photochemistry and purification of small organic molecules are desired. Salary, together with the standard benefit package, will be determined based on the successful applicant's experience and education. This is a term position from May 1, 2006-June 30, 2007. The position may be extended based on performance and funding availability. The Department of Chemical & Materials Engineering at the University of Waterloo is one of the premier research-intensive departments of its kind in North America. Our faculty complement is made up of approximately 180 graduate students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational fluid dynamics, reaction engineering and catalysis, process systems engineering and non-hydrogen fuel cells. For information about our Department, please consult our website at: <http://www.engineering.uwaterloo.ca/cme/>. To apply send your curriculum vitae, the names and addresses of three referees, copies of two publications representative of your research, and any other supporting documentation by April 30, 2006 to: Hasan Mudgil, Chemical & Materials Engineering, University of Waterloo, Edmonton, Alberta, Canada, T6G 2E6; or by e-mail to: dmudgil@uwaterloo.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Waterloo hires on the basis of merit, and is committed to the principle of equal employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

CHEMICAL ENGINEERING – University of Waterloo. The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant, Associate, or Full Professor. Applicants are invited from excellent candidates in the area of Industrial Biotechnology and Biochemical Engineering, with experience in the areas of bioprocess design and development, scale-up, bioprocesses, biopharmaceuticals, and/or the design and validation of metabolic engineering, and quantitative analysis of biological systems (metabolic tools for computation and modelling). The University of Waterloo is a member of the Canadian Cell-Factor Bioprocessing Research Network (www.ccfbr.ca), and the successful applicant will be encouraged to participate and provide input to the Network. Candidates with relevant industrial

experience are of particular interest. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful candidate will be expected to teach a range of undergraduate and graduate courses in the field of Biotechnology. Applicants are also expected to contribute to the teaching and supervision of graduate students. Preferably, the candidate should be able to teach a 3rd year professional engineer course through Professional Engineers Ontario (PEO). The Department of Chemical Engineering has over 28 faculty members with a large research group interested in biochemical and biomedical engineering, and the successful candidate is invited to work within this interdisciplinary group. The department has a total enrolment of 500 undergraduate and over 100 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is set on the shores of Lake Huron, and has a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its quality of life. For more information on the department and university is available at <http://www.uwaterloo.ca>. Applications consisting of a curriculum vitae, a clearly defined research program, a statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Dunster, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and aboriginal persons.

CHEMISTRY – University of New Brunswick. The Department of Physical Sciences and Chemistry at the University of New Brunswick invites applications for a tenure-track position in Chemistry at the Assistant Professor level commencing January 1, 2007. Core programs of the Faculty of Science, Applied Science and Engineering include Chemistry, Environmental Science, Environmental Biology, Marine Biology, Biology, Psychology, and a minor in Chemistry. We are seeking candidates with a PhD in Chemistry or a related field, and a demonstrated record of research and teaching. Applicants with a strong interest and ability in teaching are encouraged to apply. The applicant must be required to teach effectively at the undergraduate level, providing core organic chemistry courses (lecture and practical) as well as developing other courses within his/her area of expertise or to meet evolving program needs. At present, these program needs are focused in the areas of biological and environmental chemistry. She/he would also be expected to contribute to the supervision and teaching of graduate students. The University of New Brunswick will have demonstrated excellent research potential, is expected to develop an externally funded research program in his/her area of expertise, and is expected to link her/his research to the existing strengths in biological sciences within the University of New Brunswick. The University campus, The Faculty of Science, Applied Science and Engineering has a dynamic and active group in environmental sciences, including a number of senior researchers in the Department of Biology (www.unbsj.ca/biology), and belongs to the Canadian Research Institute in Biology. The University of New Brunswick in Saint John is located on the beautiful Bay of Fundy, and has good biological research facilities on campus. The University has several teaching facilities in St. Andrews (Huntsman Marine Science Centre). Faculty members have active collaborations with federal and provincial departments and industries within and outside of the province. For more information and to request an application, please visit our website at: <http://www.unbsj.ca/case/physical>. Applicants must submit a curriculum vitae, a statement of research interests and teaching philosophy, the names of three referees (including e-mail address and telephone number), and a copy of three recent publications or teaching evaluations to: Department of Physical Sciences, The University of New Brunswick, P.O. Box 5050, Saint John, NB, E2A 4L5; Fax: 506-546-9446; E-mail: case@unbsj.ca. Review of applications will begin in April 2006. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

CHEMISTRY – Cape Breton University. Cape Breton University (CBU) invites applications for a tenure-track position in Synthetic Inorganic Chemistry at the rank of Assistant Professor to commence August 2006, subject to budget approval. The successful candidate will establish a vigorous externally-funded research program and supervise honours and/or graduate students. Applicants must have a PhD in chemistry or a related discipline, preferably with relevant postdoctoral experience. Applicants are expected to demonstrate potential and commitment with regard to teaching, research, and/or graduate students. The Chemistry Department currently has 7 tenure or tenure-track faculty including a Canada Research Chair in Molecular Spectroscopy and is well equipped for research support in most branches of chemistry including modern AA, FTIR, GC/MS, Raman and UV-Vis spectrometers. The union affiliation of this position is with the Cape Breton University Faculty Association. Please quote reference number CH0602 on all correspondence. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts, brief research plan and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2; E-mail: hr@unbsj.ca; Website: www.capebreton.ns.ca. Applications must be received by 4:00

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McGill

Faculty of Medicine

In order to complement and enhance its strengths in biochemistry and molecular & cell biology, McGill University has undertaken major developments in proteomics, bioinformatics, genomics and structural genomics with substantial funding from Genome Quebec, Genome Canada and the Canadian Foundation for Innovation. We are seeking talented investigators with interests in cell biology, molecular biology, human and mouse genetics, microbiology, biochemistry, and physiology whose work could benefit from and enhance these major initiatives.

Research in the Basic Science Departments of the Faculty of Medicine is organized in four major themes: structural biology, integrative genomics, cellular information systems and molecular medicine. To support these developments, we are also soliciting applications for tenure track positions from scientists and engineers capable of developing the enabling technologies for high volume experiments and analyses. We seek individuals who have or will establish strong, independently-funded research programs in specific areas including: data base development, data mining, nanotechnology, MEMS, robotics, mass spectrometry, imaging, chemical biology, bioinstrumentation, biosensors, x-ray crystallography and NMR, micro/nano-biostimulation, molecular and cellular imaging.

Candidates will be considered for the new Canada Research Chairs, as appropriate. This search for talented individuals with interests and skills in interdisciplinary research is being conducted as a collaborative effort of the following departments:

- Anatomy and Cell Biology
- Biochemistry
- Biomedical Engineering
- Cancer Center
- Pathology
- Physiology
- Microbiology & Immunology
- Human Genetics
- Pharmacology & Therapeutics
- Epidemiology & Biostatistics
- Occupational Health

Joint appointments are also possible with Departments in the Faculties of Science and Engineering, including: Computer Science, Chemistry, Physics, Chemical Engineering, Electrical and Computer Engineering, and Mechanical Engineering.

The successful candidates will be appointed in the Department(s) most appropriate to their interests, field of research and potential for fruitful collaborations. The successful applicants will be members of, and expected to contribute to, the research and teaching missions of one or more of the Basic Science Departments of the Faculty of Medicine.

Please apply on the web at the following site: http://www.mcgill.ca/academic/rec_applicationform.htm

In order to complete the application process, you must also submit electronically a copy your Curriculum vitae, a short statement of research interests and the names of three external referees to the following e-mail address: deansec.med@mcgill.ca.

www.mcgill.ca

McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Faculté de médecine

Dans le but de développer et d'améliorer ses bases en biochimie et en biologie moléculaire et cellulaire, l'Université McGill a entrepris une poussée dans les domaines de la protéomique, bio-informatique, génomique et génomique structurale avec l'aide financière de Genome Québec, Genome Canada et de la Fondation canadienne pour l'innovation. Nous sommes à la recherche de scientifiques talentueux intéressés par la biologie cellulaire, la biologie moléculaire, génétique humaine et de la souche, microbiologie, biomédecine, et physiologie dont le travail peut contribuer à l'avancement des domaines ci-haut mentionnés.

La recherche fondamentale de la Faculté de médecine s'organise autour de quatre axes principaux : la biologie structurale, les techniques intégrées de génomique, les systèmes d'information cellulaire, et la médecine moléculaire. Pour promouvoir ces nouvelles poussées, nous sollicitons des applications de candidats à des postes permanents de scientifiques et d'ingénieurs pouvant développer des technologies permettant des expérimentations et analyses à grande échelle. Les individus qui ont déjà mis sur pied ou sont sur le point d'élaborer des programmes de recherche indépendants solides et subventionnés dans des domaines variés, dont ceux énumérés ci-dessus, retiendront notre attention : développement de banque de données, recherche de données/nanotechnologie, MEMS, robotique, spectrométrie de masse, imagerie, biologie chimique, micro/nano-biostimulation, cristallolographie par rayons X, résonance magnétique nucléaire (NMR), ainsi qu'imagerie moléculaire et cellulaire.

Les candidats pourront être admissibles aux nouvelles chaires Recherche Canada. Les candidats choisis se verront offrir un poste académique aux départements(s) les plus appropriés. Les départements de la faculté ci-dessus joignent leurs efforts de recrutement afin d'identifier des candidats démontrant des intérêts et habiletés en recherche multi-disciplinaire :

- Anatomie et biologie cellulaire
- Biochimie
- Pathologie
- Centre de cancérologie
- Physiologie
- Génie biomédical
- Microbiologie et immunologie
- Génétique humaine
- Pharmacologie et thérapeutique
- Épidémiologie, biostatistique et santé au travail

Les candidats sélectionnés obtiendront un poste dans les départements les plus appropriés selon leurs intérêts, leur champ de recherche et le potentiel de collaborations intéressantes. Les candidats choisis se verront offrir un poste académique aux départements(s) les plus appropriés. Les départements de la faculté ci-dessus joignent leurs efforts de recrutement afin d'identifier des candidats démontrant des intérêts et habiletés en recherche multi-disciplinaire :

Les postes multiples sont également possibles, incluant les départements suivants des facultés de science et de génie : science de l'informatique, chimie, physique, génie chimique, génie électrique et informatique et génie mécanique.

Pour poser votre candidature, veuillez visiter le site web suivante : http://www.mcgill.ca/academic/rec_applicationform.htm

Prière de faire parvenir, sous forme électronique, son résumé accompagné d'une courte description de ses intérêts de recherche et les noms de trois évaluateurs externes à l'adresse suivante: deansec.med@mcgill.ca

L'Université McGill s'engage à respecter l'équité en matière d'emploi. En accord avec les exigences d'immigration canadienne, la priorité sera donnée aux citoyens canadiens et résidents permanents du Canada seront considérés en priorité.



CAREERS CARRIÈRES

p.m. April 28, 2006. Email applicants will receive a return email confirming receipt. CSU is an equal opportunity affirmative action employer. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

■ **CHEMISTRY (MOLECULAR ELECTRONICS & NANOSCENCE) – University of Alberta.** The Department of Chemistry at the University of Alberta invites applications from outstanding individuals having research interests in Nanoscience, especially in the field of Molecular Electronics and the spectroscopic characterization of molecular junctions. The appointment will be at the Full Professor level and commensurate with salary and experience. Applications are expected to be received by the end of May 2006. The successful candidate will be cross appointed to the NRC/NCR National Institute of Nanotechnology (NIN), which is located on the University of Alberta campus, and will be expected to teach at both the undergraduate and graduate levels within the Chemistry Department. Teaching and administrative duties will reflect the full-time appointment at each institution. The Department has an outstanding international reputation in research and teaching, and its 32 faculty and 230 graduate students are supported by excellent services, including a state-of-the-art NMR, mass spectrometry, X-ray crystallography, that are among the best in the country, and departmental electronic, machine and glassblowing shops. NIN is a new research Institute created as a partnership between the National Research Council and the University of Alberta to conduct leading edge research in nanotechnology, economic development, and develop a new relationship between the national research and the university. This partnership will provide the opportunity to establish a competitive research environment in the area of molecular electronics and nanotechnology on the National Institute for Nanotechnology and the Chemistry Department. See <http://www.nin.ca> and <http://www.chem.ualberta.ca> for more information. Please send your curriculum vitae, a statement of research interests and plans to Dr. Martin Cowie, Chair, Department of Chemistry, 23-50 Science, Lemieux Chemistry Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. Email: mcowie@chem.ualberta.ca; Telephone: (780) 492-3249. Applications will be accepted until a suitable applicant is found. Please arrange for three letters of reference to be sent directly to the Chair. This position is open to all highly qualified individuals regardless of citizenship. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. It is a University of Alberta position. It is suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CIVIL & ENVIRONMENTAL ENGINEERING – University of Windsor.** The Department of Civil & Environmental Engineering at the University of Windsor invites applications for a tenure-track position in Transportation Engineering at the Assistant Professor rank commencing as July 1, 2006. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact Dr. R. Balachandran, PhD, PEng, Head, Civil and Environmental Engineering, 325D Chrysler Hall Tower, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: 519-253-3000 Ext. 2559. Email: apbeng@uwindor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Dwyer, Director, Faculty Recruitment at 877.665.6608 (toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruitment@uwindor.ca.

■ **CIVIL ENGINEERING – University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering. The group is primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names and addresses, Email addresses, telephone and FAX number of at least three references. Mail to Professor Les Rothermel, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **COMMUNICATION & TECHNOLOGY – University of Waterloo.** The Faculty of Arts at the University of Waterloo invites applications for a Tier 2 Canada Research Chair (CRC) position in Communication and Technology. The appointment will be at the rank of Assistant or Associate Professor, tenure stream. The most important qualification for a CRC is a demonstrated record of excellence, both in research and publication. The Chair will conduct research within, and

help with the development of, the Faculty of Arts' Canadian Centre of Arts and Technology. The mandate of the Centre is to understand research that combines theoretical and practical analysis of human-digital interaction in an environment that unites artistic, cultural, and technological literacy. As well, the Chair will be invited to teach up to two courses a year in arts and technology. The successful candidate will have a strong academic and research background. Demonstrated research interests in application of technology in education and/or professional teaching education will be considered an asset. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/technology activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Please send a letter of application, a curriculum vitae, a five-year research plan and three (3) confidential letters of reference (separate envelope) to be forwarded by April 30, 2006 to: Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Please note that all CRC decisions are subject to final review by the CRC Secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **COMMUNITY STUDIES – Cape Breton University.** Cape Breton University (CBU) invites applications for a nine-month term (sabbatical replacement) position in Community Studies at the rank of Assistant Professor to commence September 2006, subject to budget approval. The Community Studies Department delivers the core courses in the Bachelor of Arts program in Community Studies and the Bachelor of Social Work. Community Studies degrees and faculty are drawn from a variety of academic and professional disciplines. Community Studies courses are delivered in a small group, self-directed format using a problem based learning pedagogy. In addition to teaching responsibilities, the successful candidate will be expected to assume an energetic role in the activities of a dynamic and growing department. Applicants should have a PhD and demonstrate a commitment to excellence in undergraduate teaching. Applicants with a Master's degree and significant university teaching and community involvement will also be considered. Knowledge of process pedagogy and a theoretical and applied level will be an asset and evidence of research potential is required. The union affiliation of this position is with the Cape Breton University Faculty Association. Please send a letter of application, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@cbu.ns.ca. Website: www.capebreton.ca. Applications must be received by 4:00 p.m. April 28, 2006. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunity/affirmative action employer. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority.

■ **ECONOMICS – Wilfrid Laurier University.** Wilfrid Laurier University, School of Business and Economics, Department of Economics, invites applications for a two-year term appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2006. Preference will be given to candidates with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This appointment is the first in a series of appointments to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from individuals of all ages and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. The position is subject to budgetary approval. Applicants with a curriculum vitae and the names of three references should be sent to Dr. Assistant Professor, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 (email: roberts@wlu.ca).

■ **ECONOMICS – Saint Mary's University.** The Department of Economics in the Sobey School of Business at Saint Mary's University invites applications for a 9-month seasonal contract position at the Assistant Professor rank. The Appointment will commence September 1, 2006. Applicants for this position should possess, at a minimum, a Master's degree in Economics. Previous teaching experience is preferred. Successful candidates will be expected to teach a full load at the undergraduate level. The Department is particularly interested in individuals who can teach introductory and intermediate economics courses. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants are requested to forward a letter of application and curriculum vitae, as well as names and contact information for three references to Professor Sal AmirKhakhi, Chairperson, Department of Economics, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. Consideration of candidates will begin April 30, 2006. Applications will continue to be accepted until the position is filled.

■ **EDUCATION – Cape Breton University.** Cape Breton University (CBU) invites applications for 12 month term position in Education at the rank of Assistant Professor to commence July 2008, subject to budget approval. Preference will be given to candidates who can teach at the graduate and undergraduate level and develop new courses in specialized areas; have experience in International Education; can advise students; and can conduct a program of research. Funding may include 100% web-based de-

livery of courses. Applicants must have, or be near completion of a PhD in Education or a related discipline as well as a BEd and experience teaching in K-12. The School of Education, Health & Wellness utilizes a web-based format for course delivery, therefore applicants must have experience teaching with technology and an understanding of successful technology integration. Applicants must have a strong academic and research background. Demonstrated research interests in application of technology in education and/or professional teaching education will be considered an asset. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/technology activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Please send a letter of application, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@cbu.ns.ca. Website: www.capebreton.ca. Applications must be received by 4:00 p.m. April 28, 2006. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunity/affirmative action employer. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority.

■ **EDUCATIONAL PSYCHOLOGY (COGNITION & INSTRUCTION) – McGill University.** Department of Educational and Counselling Psychology, McGill University, invites applications for a tenure-track position in Cognition and Instruction, starting August 2006, at the assistant professor level. We seek applicants with a strong record of research and publications relevant to their career stage. Research and training should be in an area relevant to inclusive education, disability studies, or special educational needs. Position responsibilities include active involvement in programmatic research, graduate supervision, and undergraduate teaching. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement of teaching experience and interests, and arrange to have at least three letters of reference sent to the Inclusive Education/Disability Studies/Special Educational Needs Search Committee. Dr. Anoush Sarayan, Acting Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish, Montreal, Quebec,

Canada, H3A 1V2; (514) 398-4260, or anoush.sarayan@mcgill.ca. Evaluation of dossiers will begin May 1, 2006. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **EDUCATIONAL PSYCHOLOGY (INCLUSIVE EDUCATION) – McGill University.** Inclusive Education/Disability Studies/Special Educational Needs, Department of Educational and Counselling Psychology, McGill University, invites applications for a tenure-track position in Inclusive Education/Disability Studies/Special Educational Needs, starting August 2006, at the assistant professor level. We seek applicants with a strong record of research and publications relevant to their career stage. Research and training should be in an area relevant to inclusive education, disability studies, or special educational needs. Position responsibilities include active involvement in programmatic research, graduate supervision, and undergraduate teaching. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement of teaching experience and interests, and arrange to have at least three letters of reference sent to the Inclusive Education/Disability Studies/Special Educational Needs Search Committee. Dr. Anoush Sarayan, Acting Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish, Montreal, Quebec,

Canada, H3A 1V2; (514) 398-4260, or anoush.sarayan@mcgill.ca. Evaluation of dossiers will begin May 1, 2006. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenure faculty positions. The levels of appointments will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, control/mechanics, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca/applications>. Applicants should have earned a doctoral degree in Electrical/Computer Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international students. The School of Computer Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://ececsim.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING – University of Alberta.** Our laboratory has a position available in a project of integrated life science and molecular biology protocols onto microfabricated devices. Our primary goal is the development of medical diagnostics. We seek a person with a PhD in an experimental field in the life sciences, natural sciences or engineering. Anyone with experience with the conventional techniques described above, and with an interest in their miniaturization, is a suitable candidate for the position. This multiyear project is a vibrant collaboration between labs in the Faculties of Engineering and Medicine & Dentistry. The project involves the transfer of conventional life science

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DIRECTOR, SCHOOL OF SOCIAL WORK Atkinson Faculty of Liberal and Professional Studies

Known for its pioneering approach, York University is a community of almost 60,000 faculty, staff and students, dedicated to pushing the boundaries of knowledge and building unique paths to success in chosen fields. The School of Social Work is located in the Joseph E. Atkinson Faculty of Liberal and Professional Studies, restructured in 2000, to bring together programs which offer a dynamic blend of liberal studies and professional programs in flexible formats sensitive to the needs of both full-time and part-time students. The School of Social Work has strong BSW and MSW programs, is a recognized leader in progressive social work education across Canada and is committed to educating social workers in practices that promote human rights and further the goal of social justice.

The Director will lead the School in an era of expansion and growth including plans for the hiring of additional faculty members, increasing the number of graduate students and shepherding the final stages of development of a PhD program and new 2-year MSW. The Director will also build the School's profile and communicate its achievements at York and in the broader community.

The ideal candidate will bring proven leadership abilities and experience in social work practice as well as in academic life. Senior scholars with significant records in teaching and research and whose research interests are congruent with the School's mission are encouraged to apply. Strong preference will be given to candidates with a PhD in Social Work.

The consideration of applications will begin on April 19th and continue until the position is filled with an expected start date of July 1st, 2006.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Should you wish to learn more about this unique leadership opportunity, call Libby Dybikowski or Maxine Adam at (604) 913-7768 or forward your CV, a letter of application and the names of three referees, in confidence, to Providence Consulting Inc.

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CAREERS CARRIÈRES

protocols to microfluidic ("lab on a chip") devices. Most of this activity will take place in a laboratory that is jointly-operated by life science and engineering researchers. The position requires: A demonstrated ability to troubleshoot and think critically in an experimental environment. Good communication/interpersonal skills. The ability to work in a diverse interdisciplinary environment. Demonstrated experimental experience in biochemistry, biophysics, analytical chemistry or molecular biology, particularly in electrophoretic or other separation methods or in the development or troubleshooting of assays (chemical or biological). Demonstrated ability to productively direct one's own research, as well as that of others. Applicants will have a PhD with a demonstrated record of productivity in an experimental area. The successful candidate will be a junior investigator and will participate fully in research and related scholarly activities. He/she will take a leadership role, work closely with the research team, mentor graduate students and manage long-term research projects to completion. In order to apply, please send a cover letter and a CV that includes: 1) a list of research and development projects participated in, 2) a list of publications (please describe your role in each), and 3) the names and contact information of at least three references. Please send email to: Professor Chris Backhouse, Department of Electrical and Computer Engineering, Email: chrisb@uwaterloo.ca, cbackhouse@uwaterloo.ca, or by mail to: "ATTN: RA - Integration Position" in case of difficulty in communications, please contact Krista at (765) 922-8336. Applications will be accepted until the position is filled. Salary will be commensurate

with experience. All applications will be acknowledged. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. The University of Waterloo hires on the basis of merit and we are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ ELECTRICAL & COMPUTER ENGINEERING/QUANTUM COMPUTING — University of Waterloo. The Department of Electrical and Computer Engineering (ECE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca>. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The ECE Department, <http://www.ece.uwaterloo.ca>, is part of the Faculty of Engineering (<http://www.eng.uwaterloo.ca>) and has three groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computing. Information about

IQC activities can be found at www.iqc.uwaterloo.ca or by contacting Prof. Raymond Laflamme (laflamme@uwaterloo.ca). The IQC, all present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UWaterloo's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-tech companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://eceadmind.uwaterloo.ca/ONCA>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Applicants will be accepted until the position is filled.

■ ENGINEERING — Concordia University. The Department of Mechanical and Industrial Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position in Industrial Engineering at the Assistant, Associate or Full Professor level. The Department offers fully accredited BEng programs in Industrial and Mechanical Engineering, MEng and MSc programs in Industrial and Mechanical Engineering, a PhD program in Mechanical Engineering, as well as an MEng program in Aerospace Engineering. Furthermore, the Department has established and well-funded faculty research activity. Faculty members in the Department have close relationships with local industry and their strong research activities enjoy excellent support from manufacturing and other industries in Montreal and surrounding areas. Candidates should have a Bachelor's degree in Industrial Engineering, Mechanical Engineering, Manufacturing Engineering or other engineering disciplines with a PhD degree in Industrial Engineering or in closely related areas with a strong background in

production and manufacturing. Industrial experience is definitely an asset. The candidate should demonstrate capabilities in teaching courses in industrial engineering as well as in relevant areas such as production engineering and manufacturing systems. The candidate should be able to conduct independent scholarly research and attract external funding. Eligibility for certification as a Professional Engineer, preferably in Quebec, is essential. Knowledge of French would be an asset. The appointment is expected to commence by September 2006. However, applications will be considered until the position is filled. Applications including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. S. V. Hoa, Chair, Department of Mechanical and Industrial Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #E4-161, Montreal, Quebec, Canada, H3G 1M6, or e-mail to mech@concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ ENGLISH — University of Toronto. The Department of English, University of Toronto invites applications for 2 two-year contract/tenure-track full-time appointments at the rank of Assistant Professor effective 1 July 2006 on the St. George's campus. Qualifications: PhD in English. Duties consist of undergraduate teaching. Applicants must show promise of outstanding research and teaching potential. Current floor-level salary for Assistant Professor: \$44,670. Send applications and c.v. to Professor Brian Coran, Chair, Department of English, 7 King's College Circle, University of Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. The deadline for applications is 30 April 2006. Applications will not be accepted after the deadline. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members

of sexual minority groups and others who may contribute to the further diversification of our community. Canadian and permanent residents will be given priority.

■ ENGLISH — University of Waterloo. Applications are invited for an open rank (tenure-track or tenured) position in Rhetoric in the Department of English Language and Literature. Waterloo's Rhetoric faculty are linked by their common interest in symbol induced action and attitude: from the special discourses of politics, medicine, and science, to broad theories of writing, cognition, and culture. We seek a new colleague who is grounded in Rhetoric and who can contribute to research and teaching in any of the following areas: Digital Design (theory and practice); Discourse Analysis; Information Design; Linguistics; New Media Studies; Semiotics; and Visual Rhetoric. Additional strengths in Professional Communication (including genres of business and technical writing) and/or Literature (any period) would be welcome. The successful candidate will be offered a wide range of teaching experiences from first year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing (RPW), our department offers innovative MA programs in Literary Studies and in Rhetoric and Communication Design (RCD), as well as a unique PhD that integrates literary studies with fields of rhetoric, writing, discourse and text analysis, and media theory and design. The teaching load is 2 + 2, which normally includes one graduate course (of the instructor's design). Salary will be commensurate with qualifications and experience. Please visit our website at <http://english.uwaterloo.ca> for more information. Appointment effective between July 1, 2006 and January 1, 2007 (negotiable). The successful candidate will have the opportunity to participate in the growth of the humanities in Waterloo's Arts Faculty. The faculty houses the Canadian Centre of Arts and Technology (which features a state-of-the-art design, production, and testing lab), boasts a new Digital Arts Communication specialization, and works closely with UWaterloo's Centre for Learning and Teaching Through Technology (LT3). The University of Waterloo is a research-intensive public in-

stitution, with the largest and most successful cooperative education program in North America. In this year's Maclean's Magazine national rankings, Waterloo was named the top comprehensive university in the country and, for the 12th year in a row, ranked "best overall" in the national registration survey. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin on May 8, 2006. Please send a letter, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGuirk, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ ENGLISH — University of Toronto. The Department of English, University of Toronto invites applications for a two-year contract/tenure-track full-time appointment at the rank of Assistant Professor effective 1 July 2006 on the St. George's campus. Qualifications: PhD in English with specialization in Canadian Literature. Duties consist of undergraduate teaching. Applicants must show promise of outstanding research and teaching potential. Current floor-level salary for Assistant Professor: \$44,670. Send applications and c.v. to Professor Brian Coran, Chair, Department of English, 7 King's College Circle, University of Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing sample of not more than 25 pages. The deadline for applications is 30 April 2006. Applications will not be accepted after the deadline. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes appli-

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Community College Leadership

The Ontario Institute for Studies in Education of the University of Toronto (OISE/UT) is seeking distinguished candidates for a tenure-stream position in the area of Community College Leadership. The successful applicant will be of sufficient stature to be appointed to the endowed William G. Davis Chair in Community College Leadership. This endowed chair, the first such chair in higher education in Canada, was established to recognize the role played by the Hon. William G. Davis in the foundation of the system of community colleges in Ontario.

The appointment at the level of Associate Professor or Professor will be made in the Higher Education program within the Department of Theory and Policy Studies in Education at OISE/UT.

The successful applicant will play a national leadership role in conducting and strengthening research on community colleges. Responsibilities of the position include: conducting research; teaching graduate courses (some of which may be open to undergraduate students); developing new courses; supervising graduate student research; and working with the Community College Leadership Program Advisory Committee. Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2006 or January 1, 2007.

Successful candidates will have the following qualifications: a doctoral degree; a distinguished program of research in higher education and policy with a particular emphasis on community colleges; and the ability to make a strong contribution to teaching and leadership training.

Applications and nominations, which must include a complete curriculum vitae, should be submitted by April 15, 2006, to Professor Nina Bascia, Chair of the Department of Theory and Policy Studies in Education, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. At least three confidential letters of reference should be sent to Professor Bascia by the same date.

The University of Toronto is strongly committed to diversity and will welcome applications and nominees from visible minority groups, women, Aboriginal men and women, men and women with disabilities, members of sexual minority groups, and others who can contribute to the diversification of ideas within the university community. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The OISE/UT web site is at <http://www.oise.utoronto.ca> and the Department of Theory and Policy Studies in Education web site is at <http://www.oise.utoronto.ca/depts/tps>.

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DEAN, FACULTY OF SCIENCE AND ENGINEERING

Known for its pioneering approach, York University is a community of almost 60,000 faculty, staff and students, dedicated to pushing the boundaries of knowledge and building unique paths to success in chosen fields. With over \$20 million annually in competitive research funding, the 150 full-time faculty members of the Faculty of Science & Engineering provide a high quality education to over 4,000 undergraduate and 400 graduate students in a wide range of basic and applied programs. Please consult www.science.yorku.ca for more information.

The Dean is the chief academic and administrative officer of the Faculty, and leads the Faculty in its teaching and research missions, as well as directing the Faculty's budget, general administration and future development. The Dean is also an important member of York's senior leadership, contributing to the future direction of the university. As indicated by the seniority of this role, the successful candidate will bring a strong record of academic and administrative experience.

The consideration of applications will begin on April 17, 2006 and continue until the position is filled for an expected starting date of July 1, 2006.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadajobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Should you wish to learn more about this unique leadership opportunity, call Libby Dybikowski or Alex Verdecchia at (604) 913-7768 or forward your CV, a letter of application and the names of three referees, in confidence, to Providence Consulting Inc.

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careers from visible minority group members, women, Aboriginal people, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH** — Cape Breton University (CBU) invites applications for a tenure-track position in English (1900 Century British Literature) at the rank of Assistant Professor to commence July 2006, subject to budget approval. The successful candidate is expected to teach a strong research program and teach introductory English as well as upper-level courses in both the Romantic and Victorian periods. Applicants must have a PhD and are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University community and profession. Inquiries may be directed to Dr. Todd Pettigrew, Associate Professor, Dept. Languages & Letters, Tel: (902) 563-1616; email: todd.pettigrew@capebreton.ns.ca. The union affiliation of this position is with the Cape Breton University Faculty Association. Please quote reference number ENGL0502 on all correspondence. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts, evidence of teaching excellence (if available) and three letters of reference to the Human Resources Department, Cape Breton University, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada B1P 6L2; Email: humanresources@ns.apebreton.ns.ca; Website: www.capebreton.ns.ca. Applications must be received by 4:00 pm, April 28, 2006. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH** — University of Windsor. The University of Windsor invites applications for a one-year limited-term position at the rank of Assistant Professor commencing July 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultyopenings. Contact: Karl Jirgens, Head, Department of English Language, Literature & Creative Writing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 659; Fax: 519-971-3676; Email: jirgens@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor or Dr. M. Mavor, Director, Faculty Recruitment at 877.665.6608 (toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruitment@uwindsor.ca.

■ **ENGLISH (CANADIAN LITERATURE)** — Dalhousie University. The Department of English and the Faculty of Arts and Social Sciences at Dalhousie University invite applications for a one-ten-month limited term full-time appointment in Canadian Literature, from August 1, 2006 to May 31, 2007, at the rank of Assistant Professor. Requirements for this position include: a PhD in English, experience teaching both types of classes, and evidence of teaching excellence. This position is subject to budgetary approval. Candidates should submit a letter of application, as well as a c.v., transcripts of universities attended, evidence of teaching effectiveness, and three reference letters. Letters should be addressed to: Leonard Diepeveen, Chair, Department of English, 6135 University Avenue, Oshawa University, Halifax, NS, B3H 4P9. For further information call 902.494.6873, or email leonard.diepeveen@dal.ca. Deadline for applications is May 15, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racial/ethnic visible persons, and women.

F

■ **FILM STUDIES** — Carleton University. The School for Studies in Art and Culture (Film Studies) at Carleton University invites applications for a one-year term appointment at the rank of Assistant Professor beginning July 1, 2006. The successful candidate will be asked to teach a wide range of undergraduate courses, which might include topics in "National Cinema," "Film Genres," "The Film Industry," and "Film Theory." Applicants should hold a PhD, or be at least ABD, and have demonstrated excellence in teaching. Complete applications, including a c.v., transcripts, and teaching dossier, should be sent to Dr. André Lévesque, Acting Director, School for Studies in Art and Culture, Carleton University, 1111 Somerset Street, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening applications will begin on May 1, 2006, and continue until the position is filled. All qualified candidates are encouraged to apply.

The applications of Canadians and permanent residents will be considered first. Carleton University is committed to equality of employment for women, Aboriginal people, visible minorities, and people with disabilities. Persons from these groups are especially encouraged to apply. This position is subject to budgetary approval.

■ **FINANCE** — Saint Mary's University. The Department of Finance & Management Science in the School of Business at Saint Mary's University is seeking applications for a full-time, 9-month term appointment commencing September 1, 2006. The appointment will be made at the Assistant Professor or Lecturer level depending on experience and qualifications. The candidate should be prepared to teach introductory business finance courses, and preference will be given to those with the qualifications to teach in at least one of the following specialized areas: corporate finance, investments, portfolio management, mergers and restructuring, financial institutions, financial innovations and international finance. The successful candidate will hold, at minimum, a Master's degree in Finance, Business Administration, or a closely related field. Preference will be given to candidates holding the CFA designation and a successful record of teaching at the university level. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity, rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement. Applicants are requested to forward a letter of application and curriculum vitae, transcripts, formal evaluations of teaching as well as the names and contact information for three referees, i.e. Dr. Dawn Julia, Act. Chair, Department of Finance & Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. Consideration of candidates will begin April 30, 2006. Applications will continue to be accepted until the position is filled.

■ **FINE ARTS** — Concordia University. The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited term appointments effective August 15, 2006 to May 31, 2007. Subject to budgetary approval, positions may be available in the following departments: Design and Communication Arts, Music, Cinema (Film Production), and Studio Arts (Ceramics, Painting and Drawing, Photography, and General Studio Arts). Applicants must be made at the rank of Lecturer or Assistant Professor, depending upon qualifications.

Successful candidates will be expected to teach up to 4 courses per annum. For each position, qualifications and application procedures established by the relevant department must be fulfilled. For detailed information on qualifications and application procedures in each department, please refer to our website: www.concordia.ca/about/faculty/facultyopenings. For contact the relevant Department Chair at the following address: Concordia University, Faculty of Fine Arts, 1455 du Parc Avenue W., Montreal, Quebec, H3G 1M6. Positions are available until filled. Applications should be sent as soon as possible, but no later than April 29, 2006. Additional appointments may become available in these and other departments in the Faculty. Please continue to consult our website for further details. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **FOOD SAFETY** — McGill University. McGill University invites applications for a tenure-track joint position as Assistant Professor in Food Safety between the Departments of Food Science and Animal Science. The successful candidate should have a PhD in Microbiology, Food Science, Animal Science or related areas, with particular background and interest in investigating the contribution of microorganisms to the safety and quality of food and food products from the farm to the consumer. The candidate is expected to lead a strong research program in the area of Food Safety. The successful candidate is also expected to play an integral role in the advancement of new interdisciplinary food safety initiatives within the Faculty of Agricultural and Environmental Sciences. In addition, the candidate will develop multidisciplinary research and teaching themes on food safety that should cover the detection, identification and control of food-borne pathogens in the production and processing of food and food products from animals. The candidate will teach and develop courses at both the undergraduate and graduate levels. Additional duties include: the Faculty and McGill University could be obtained through the web site, <http://www.mcgill.ca/mcgill> or <http://www.mcgill.ca/mcgill>. The application, including curriculum vitae, a statement of teaching and research interests as well as the names of three referees willing to provide letters of recommendation, should be submitted to one of the Selection Committee Co-Chairs, Dr. Xin Zhao, Department of Animal Science, Telephone: (514) 398-7975; Fax: (514) 398-7964; e-mail: xin.zhao@mcgill.ca, Or, Selim

Kermasha, Department of Food Sci. & Agr. Chem. Telephone: (514) 398-7922; Fax: (514) 398-7964; e-mail: selim.kermasha@mcgill.ca; McGill University, 21111, Lakeshore, Ste-Anne de Bellevue, Qc, Canada, H9X 3V3. Closing date for receipt of application will be May 1st, 2006. All qualified candidates are encouraged to submit their applications; however, Canadian citizens and permanent residents of Canada will be given priority. McGill is committed to equity in employment.

G

■ **GENETICS** — The University of Western Ontario. The School of Medicine & Dentistry at The University of Western Ontario, the London Teaching Hospitals and their affiliated Research Institutes have established a Program in Human Molecular Genetics. Its mandate is to coordinate research and teaching in human molecular genetics with an emphasis on understanding the molecular basis of disease and advancing treatment. We are seeking applications for a Research Scientist at the Assistant Professor level, tenure track stream. Outstanding applicants at a higher level may also be considered. The successful candidate will hold a primary appointment in the Department of Biochemistry and will also be cross appointed to the Department of Paediatrics. The scientist's laboratory will be located at the new Children's Health Research Institute Laboratories adjacent to the Children's Hospital of Western Ontario. Applicants must have a PhD and/or MD degree, several years of postdoctoral or independent research experience, and a strong publication record in the field of molecular genetics. Special consideration will be given to candidates with expertise in functional genomics, the regulation of gene expression, epigenetics or population genetics. He/she is expected to develop an independent, externally funded research program, and participate in the teaching of genetics at The University of Western Ontario. Applications must include a curriculum vitae, three letters of reference, a description of research accomplishments, and an outline of future research plans. Applications will be accepted until the position is filled. Applications and confidential letters of reference should be sent to: Human Molecular Genetics Selection Committee, c/o Dr. Chris Brakel, Department of Biochemistry, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, Canada, N6A 5C1. Phone: 519-663-2111 ext. 86537; Fax: 519-663-3175; Email: chriss@uwo.ca; <http://www.biochem.uwo.ca>. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

GEOGRAPHY/ENVIRONMENTAL STUDIES

■ **Queen's University.** The Department of Geography and the School of Environmental Studies at Queen's University invite applications for a one-year, non-renewable, joint appointment in Biogeography or Social Sciences at the rank of Assistant Professor. The successful candidate will begin July 1, 2006. We seek an individual who combines a demonstrated commitment to excellence in teaching with the potential for independent research and scholarship in an area that complements existing research strengths in the Department of Geography in either Earth Systems Science or Human Geography. The successful candidate may contribute to undergraduate teaching at the first, second, third or fourth-year undergraduate levels in Geography and Environmental Studies. Students are expected to participate in the affairs of the two units. Applicants can learn more about the two units and current faculty research interests at:

JOINT

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of the University of Toronto

Ontario Research Chair in Postsecondary Education Policy and Measurement

The Province of Ontario, Canada has announced the establishment of an Ontario Research Chair in Postsecondary Education Policy and Measurement. After a rigorous adjudication process, this prestigious Chair has been awarded to the Department of Theory and Policy Studies in Education (TPS) at the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). OISE/UT is now seeking a senior scholar for this Chair.

The Higher Education program in TPS is an internationally recognized, interdisciplinary program. Current faculty strengths include institutional diversity and differentiation, public finance, governance and system-level policy structures, equity, professional education and student development. A cluster of educational policy Canada Research Chairs within OISE/UT, the development of a collaborative educational policy program at OISE/UT anchored in TPS, and a public policy school at the University of Toronto provide expanded opportunities for collaborative research beyond the Higher Education program.

The successful applicant for the tenure Full Professor position will be nominated to hold the Ontario Research Chair. Appointment to the ORC will be for a seven-year term, renewable. Qualifications for the position include a doctoral degree, an excellent research program in postsecondary education policy, and the ability to make a strong contribution to teaching. The Chair will play a leadership role in creating programs of research that will focus scholarship and policy discussions about the quality, efficiency, and accessibility of postsecondary education in Ontario and evaluate the degree to which individual institutions, programs and the system as a whole are meeting the needs of the Province. He or she will be expected to disseminate findings through national and international scholarly journals; to contribute to provincial policy discussions and the broader public debate; to develop and teach specialized graduate courses, supervise doctoral students, and contribute to the work of the emergent Higher Education Quality Council. More detailed information about the Ontario Research Chairs program is available at <http://orc.ou.ou.ca/>. Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2006 or January 1, 2007.

Each Ontario Research Chair will be held by an outstanding researcher acknowledged by peers as a world leader in the field. In order to ensure that the Ontario Research Chairs program increases Ontario's capacity to address the identified public policy areas, applicants from outside Ontario are particularly encouraged to apply. The initial appointee to an Ontario Research Chair must not currently be working in an Ontario university.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

Applications, which must include a full curriculum vitae, should be submitted by April 30, 2006 to Professor Nina Bascia, Chair, Department of Theory and Policy Studies in Education, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario, Canada M5S1V6. Three confidential letters of reference should be sent directly to Professor Bascia by the same date.

The OISE/UT web site is at <http://www.oise.utoronto.ca> and the Department of Theory and Policy Studies in Education web site is at <http://www.oise.utoronto.ca>.



President Malaspina University-College

Situated on beautiful Vancouver Island, with spectacular views of British Columbia's coastal mountains, Malaspina University-College offers a large variety of regionally responsive university-degree and college programs. Well-known for its commitment to experiential learning in a wide number of its programs, its commitment to mentoring students throughout their time at the institution, and its great diversity of educational opportunities, Malaspina's primary objectives are to be an internationally active and engaged provider of post-secondary education, fostering student success and the enrichment of its region.

Malaspina University-College is currently seeking a collaborative and collegial President to lead the institution through a very important stage in its evolution, and invites nominations, applications, and expressions of interest in the position. A fast-growing institution which has seen its annual operating budget quadruple in 15 years, Malaspina continues to develop new programs, new research initiatives, and new approaches to teaching and learning. The President will lead and be supported by a strong and experienced team of administrators in an institution that is shaped and informed by the commitment of highly engaged faculty, staff and students. The President will also assist in developing pathways for new areas for applied research; encourage entrepreneurial approaches to supporting public education; continue to forge close relationships in Malaspina's region and beyond with donors, alumni and corporate partners; and support and promote the institution at the provincial, national and international levels, working with governments and other post-secondary partners.

Malaspina's programs, funded at 6,500 FTEs, cover a range of undergraduate degree options, including B.Sc. and B.A. Majors and Minors, as well as respected and responsive trades and vocational programs, career preparatory programs and technology diplomas. Malaspina is primarily an institution focusing on teaching and learning; it values research especially where it informs and enhances the educational

experiences of its students. While its main campus is in Nanaimo, Malaspina also offers programs in Duncan, Parksville and Powell River. Ten percent of its more than 13,500 credit program students are of Aboriginal ancestry. Over 7,600 individuals take part in continuing education courses, and over 1,500 in contract training programs. International students number more than 1,300 from 14 countries. Malaspina's recent capital improvements and plans reflect not only the growth of its programs and student population, but also the rapid expansion of Nanaimo and the mid-Vancouver Island region. For further information, see www.mala.ca

As chief executive officer, the President directs and oversees Malaspina's academic and business affairs and external relations – locally, nationally and internationally.

The successful candidate will bring a record of distinguished and inspired academic and administrative leadership, an awareness of the challenges facing post-secondary institutions, and the business, administrative, and communication skills required to advance Malaspina's institutional goals. The appointment is expected to be effective January 1, 2007.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Malaspina University-College embraces the principle of employment equity and encourages applications from women, persons with disabilities, visible minorities, and persons of First Nations heritage. The Search Committee will begin its review of applications and expressions of interest in mid-May 2006. Documentation will be received in confidence at the address shown below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
malaspina@wasearch.com



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CAREERS CARRIÈRES

■ HISTORY — Saint Mary's University. The Department of History, Saint Mary's University, invites applications for a nine-month full-time seasonal appointment in East Asian History, preferably in Chinese History. The successful candidate will be responsible for teaching a first-year survey and intermediate and/or upper division courses chosen in consultation with the Department. A successful candidate will be joining a department with a vigorous research culture whose faculty and graduate students. Previous doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department of studies is open to support for the university's interdisciplinary programs, including Asian Studies, Women's Studies, Interdisciplinary Studies, and International Development Studies. We also enjoy a close relationship with the local museum and academic community. For further information visit our web page: <http://www.smu.ca/academic/arts/history>. The appointment will commence on Sept. 1, 2006. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research, and publication. Candidates should send a letter of application, a cv, evidence of teaching ability, a writing sample and contact information for three academic references to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Fax: (902) 420-1443. Email: history@smu.ca. The closing date for receipt of applications is April 15, 2006. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

■ INTERNATIONAL DEVELOPMENT STUDIES — Saint Mary's University. The Saint Mary's University International Development Studies Program is seeking a qualified candidate for the following tenure-track position commencing in the academic year 2006-2007. The successful candidate will be appointed at the assistant professor rank in International Development Studies. The candidate will be responsible for teaching and supervising students in the area of international development studies, or a closely related field. The selection committee will give preference to candidates with specialization in environment and development, and a regional concentration in Latin America, although other specializations and regional concentrations may be considered. The successful candidate must be prepared to teach Introduction to Development Studies and a module of the Program's level Seminar in Development Studies. In addition to the foregoing, the successful candidate ideally will be able to teach the IDS Program's regional area course on issues in Asian development and the seminar on environmental development. Saint Mary's University is committed to the internationalization of its curriculum and related programs, and has made this one of its strategic goals in its long-term Academic Plan. The International Development Studies Program is an important part of this internationalization strategy. The successful candidate will be joining a program and a university which sees international and global issues as central to research, teaching and professional practice. Interested candidates should send a letter of application outlining their suitability for the position, an up-to-date curriculum vitae, names and contact information for three references, evidence of successful teaching, an outline of their current and future research program, and any other materials they consider pertinent to their candidacy directly to: Dr. Anthony H. O'Malley, Coordinator, International Development Studies, Saint Mary's University, 323 Robie Street, Halifax, NS, B3H 3C3. Applicants are responsible for ensuring that their application files are complete. The deadline for completed applications is May 1, 2006. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ INTERNATIONAL DEVELOPMENT STUDIES — Saint Mary's University. The Saint Mary's University International Development Studies Program is seeking a qualified candidate for the position of Distinguished Visiting Professor for the Fall term of academic year 2006-2007, beginning September 1, 2006 and ending December 31, 2006. Candidates must have an earned PhD, must have extensive experience with national development agencies and/or multilateral organizations and must enjoy international recognition. Experience teaching at the university level in the area of development studies, or a related field, is necessary, and a substantial publication record would be a decided asset. The successful candidate will teach the IDS Program's seminar "Multilateral Organizations", and will offer a seminar in the Visiting Professor's chosen area of expertise, or in any other area that does not conflict with seminars or courses in the active IDS timetable. The Visiting Professor will also be available for consultations with students regarding matters germane to the Visiting Professor's area of expertise and to student research projects. The successful candidate should plan to spend his or her residence in Halifax, substantially free from lengthy travel commitments within Canada or abroad. The Distinguished Visiting Professor must continue his or her responsibilities to the end of the appointment, but is not required to be in residence at Saint Mary's University after the end of classes in the first week of December, 2006. The combination of teaching salary and visiting professor stipend will amount to an approximate total remuneration of CAN\$22,000. Saint Mary's University is committed to the internationalization of its curriculum and related programs, and has made this one of the central goals of its long-term Academic Plan. The International Development Studies Program is an important part of this internationalization strategy. The successful candidate will be joining a program and a university which sees international and global issues as central to research, teaching and

professional practice. Interested candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.abdnzinc.ca Website: www.capebreton.ns.ca. Applications must be received by 4:00 p.m. April 28, 2006. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ MECHANICAL ENGINEERING — University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, who are centered on dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ MECHANICAL ENGINEERING — University of Waterloo. An exciting and challenging opportunity exists for a tenure-track position at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate design program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mech.uwaterloo.ca. The De-

partment of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, who are centered on dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ ITALIAN — Carleton University. The School of Linguistics and Applied Language Studies of Carleton University invites applications for a preliminary tenure-track appointment in the teaching of Italian Language. The appointment will be at the level of instructor I, to begin July 1, 2006. Candidates must have at least a master's degree in Italian Language Studies or, alternatively, in Applied Linguistics or Education. The successful candidate will have native/native-like fluency in Italian and demonstrated expertise in language teaching, preferably in both pre- and post-secondary settings, and at least three years of experience at the undergraduate level. Competence in the design and implementation of syllabus and curriculum appropriate to the needs of a multi-level program is essential. The School is a multi-cultural academic unit with a range of degree programs, including courses in both European and non-European languages. For further information, see www.carleton.ca/italian. All qualified Canadian citizens are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. The University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications should be submitted to Professor Desmond Allard, Director, School of Linguistics and Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Email: desmond.allard@carleton.ca. The closing date for receipt of applications is April 15, 2006. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

■ KINISIOLOGY — The University of Western Ontario. The Faculty of Health Sciences at the University of Western Ontario invites applications for a probationary (tenure-track) appointment at the level of Assistant Professor in the School of Kinesiology. The successful candidate will have proven expertise in social theory as it relates to sport and physical activity. The candidate is expected to make a major contribution to the Cultural Studies of Sport and Exercise (graduate) Program held within Kinesiology. We seek candidates with theoretical and substantive interests that complement the current research strengths of other researchers in this field. Candidates must have a PhD and a demonstrated record of research. The successful candidate will be expected to establish an innovative and independent program of externally funded research involving the training of graduate and undergraduate students. Collaborative research both within and outside of the School is particularly important. She or he will be expected to teach effectively at the undergraduate and graduate levels. The effective date of appointment is July 1, 2006. Interested applicants should submit a curriculum vitae, a list of publications, a research plan, and the names, addresses and contact numbers of three references to: Dr. Alan Salmon, Director, School of Kinesiology, University of Western Ontario, London, Ontario, N6A 3K7. The deadline for receipt of applications is April 15, 2006. Email: alan.salmon@uwo.ca. Information on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, First Nations people, and persons with disabilities.

■ MANAGEMENT SCIENCE & ECONOMIC DEVELOPMENT — Cape Breton University. Cape Breton University (CBU) invites applications for a tenure-track position in Management Science and Economic Development at the rank of Assistant Professor commencing July 2006, subject to budget approval. The successful candidate will teach courses in both the BBA and MBA (CED) programs (teaching courses in areas such as statistics, research methods, management science, and economic geography, and economic development) and conduct research. The MBA in CED blends the disciplines of business and social sciences. Applicants must have a PhD in a related field. The School is seeking a collaborative individual who has the potential to develop a sponsored research program, which teaching and contribute actively to the life of the School community. Excellent communication skills are essential. Successful candidates are expected to demonstrate potential and commitment with regard to teaching, research, and service to the community and to Cape Breton University activities and professional. The union affiliation of this position is with the Cape Breton University Faculty Association. Please quote reference number MG10022 on all correspondence. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department, Applications must be received by 4:00 p.m. April 28, 2006. Email applicants will receive a return email confirming receipt. Qualified candidates

part of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, who are centered on dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ MECHANICAL ENGINEERING — University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, who are centered on dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ MECHANICAL ENGINEERING — University of Waterloo. An exciting and challenging opportunity exists for a tenure-track position at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate design program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mech.uwaterloo.ca. The De-

partment of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electro-mechanical design, who are centered on dynamics, vibrations or other closely related areas, for a tenure-track position at the assistant, associate, or full professor rank. The successful applicant would join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to solid mechanics. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

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developmental and school problems with some primary care maintained for teaching purposes. The candidate must be clinically qualified, a MD eligible for licensure in the Province of Alberta and hold a Fellowship of the Royal College of Physicians and Surgeons of Canada. The candidate must also have excellent interpersonal skills and have the ability to adapt to changing circumstances. Demonstrated cultural competence is essential. Clinical teaching experience is required; research experience an asset. Salary and rank will be commensurate with qualifications and experience. Interested candidates should submit curriculum vitae and the names and contact information of three references to:

Attn: Dr. Terry Klassen
Department of Pediatrics
Room 7331, Aberhart Centre One
11402 University Avenue
Edmonton, AB, Canada T6G 2J3
Deadline: May 5, 2006

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Canada's Capital University

Carleton is a dynamic, research-intensive university, committed to ensuring an outstanding learning experience for its students. It has earned a reputation as one of the foremost universities in the country in, among other areas, ecology and conservation biology, particle physics, public policy, journalism and communications, international affairs, Canadian studies, sociology, experimental psychology, and the study of advanced technologies. Carleton is an innovator in undergraduate education, and ranks second among Canadian comprehensive universities in its range of graduate programming. It ranks third in research funding. Additional information on Carleton University may be obtained at www.carleton.ca

At present, the University is engaged with the work of the President's Task Force on Planning and Priorities, a University-wide initiative intended to develop significant priorities for the next five years. The outcomes of this exercise will present significant leadership opportunities for the incoming Provost and Vice-President (Academic).

The Provost and Vice-President (Academic) is the principal advisor to the President in all academic matters. He/she will be expected to articulate the aspirations of Carleton within the University and beyond. The Provost chairs the Senate Academic Planning Committee, the University Promotions Committee, and the Academic and Research Committee, and is a member of, or participant in, all senior University committees or governing bodies.

Provost and Vice-President (Academic)

As such, he/she will help Carleton remain focused on further improving the student experience.

The Provost has responsibility for a broad range of academic and support services and for leadership and supervision of the Deans of the Faculties, as well as the Associate Vice-President (Student & Academic Support Services), the Director, Educational Development Centre; the Manager, Faculty Recruitment & Support; the University Registrar; and the University Librarian. The successful candidate will be a recognized scholar, with significant administrative experience and accomplishments, able to work collegially and to articulate effectively Carleton's strengths and aspirations.

The initial five-year appointment will ideally begin on January 1, 2007. Consideration of candidates will begin in June 2006.

Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, nominations and expressions of interest should be submitted in confidence to the address below.

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carletonvp@jwasearch.com

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CAREERS CARRIÈRES

■ **MECHANICAL ENGINEERING** — University of Saskatchewan. The Department of Mechanical Engineering at the University of Saskatchewan invites applications for a full-time, tenure-track faculty position in the primary area of Mechanical Engineering, with complementary expertise in one or more of the following areas: fluid power, mechanics material science, vibration related applications and MEMS. Candidates must have a PhD in mechanical engineering or a closely related discipline. A strong interest in teaching both undergraduate and graduate students and a demonstrated commitment to research is required. The duties of the successful candidate will include teaching in his/her area of specialization, as well as in the general engineering program. The successful candidate is expected to develop an active, externally funded research program and to be eligible for P. Eng. registration in the Province of Saskatchewan. Excellent facilities exist in the Department to support research in this area, including mechatronics, controls, computer, fluid power and instrumentation laboratories.

The Department also has active research programs and infrastructure in materials, fluid mechanics, heat transfer, advanced design and applied mechanics. All areas involve computational research programs. The University is also home to the Canadian Light Source (<http://www.csls.ca>) which is Canada's national facility for synchrotron light research provides generally exceptional research opportunities for a mechanician specialist. Excellent opportunities also exist for cooperative research with other disciplines and colleges across campus, including units within the health sciences and veterinary medicine. The appointment will be at the rank of Assistant Professor and will start on July 1, 2006, or shortly thereafter. The appointment is subject to final budgetary approval. The Department of Mechanical Engineering is committed to excellence at the undergraduate level, as well as maintaining a broad range of world-class research programs. The departmental committee consists of 19 faculty, 3 Professors Emeriti actively involved in research and 8 support staff. Our

programs serve approximately 250 undergraduate students and 80 graduate students, with BSc, MSc and PhD degrees being offered. More information on the Department can be found at our website: <http://www.eng.usask.ca/dept/mee/>. Applicants should send a curriculum vitae, the names and e-mail addresses of at least three referees and a description of their research and teaching interests to: Professor D.J. Bergstrom, Head of the Department and Chair of the Search Committee, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A5, Fax: (306) 966-5427. E-mail: search@mech.usask.ca. Applications should be received before June 1, 2006. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **NANOTECHNOLOGY ENGINEERING** — University of Waterloo. The department of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applicants are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nanofabrication, spectroscopy, lithography), nanosystems (e.g., nanomechanics, biomaterials), and nano-

materials (e.g., nanocrystals, nanoproducts and membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in research-intensive cross-disciplinary areas. The departments involved in the creation of the NE program are already home to state-of-the-art characterisation and synthesis facilities and facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Office, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nanotech@uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is the heart of Canada's technology triangle and enjoys one of the fastest growth rates in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **PEDIATRICS (HUMAN MOLECULAR GENETICS)** — University of Western Ontario. The Schulich School of Medicine & Dentistry at the University of Western Ontario, the London Teaching Hospitals and their affiliated Research Institutes have established a program in Human Molecular Genetics. Its mandate is to coordinate research and teaching in human molecular genetics with emphasis on understanding the molecular basis of diseases and to support the development of new therapies. Applications are invited for a tenure track appointment at the rank of Assistant Professor or Associate Professor in the Department of Paediatrics and in the Department of Biochemistry, Schulich School of Medicine & Dentistry, which will also be appointed as a Scientist at the Children's Health Research Institute and the Lawson Health Research Institute. For additional information, please go to www.chri.uwo.ca and have a PhD and/or MD degree, several years of postdoctoral or independent research experience, a strong publication record in the field of molecular genetics. Special consideration will be given to candidates with published expertise in the regulation of gene expression in liver and other tissues and/or organisms that will lead to the understanding of mental retardation in children. He/she will be expected to develop an independent, externally funded research program, and will have the opportunity to participate in the teaching of genetics. The candidate will also have a commitment to demonstrate aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate theses. Consideration of applicants will include an assessment of previous peer-reviewed academic work and a candidate's track record in interdisciplinary research programs which go beyond the requirements for the position and expertise. These interests and qualifications in this position should forward a curriculum vitae and have at least three letters of reference sent to: Dr. Timothy J. Harrison, Department of Paediatrics, Schulich School of Medicine and Dentistry, Children's Hospital of Western Ontario, 393 Windermere Road E., Room EB-103, London, ON, N6C 2V5. Phone: 1-519-685-8025, Fax: 1-519-685-8551; Email: tim.harrison@uwo.ca. Applications will be accepted until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHARMACOLOGY** — University of Alberta. The University of Alberta is inviting applications from suitably qualified candidates for tenure-track positions at the level of Assistant Professor or Associate Professor to participate in the research and teaching endeavors in the Department of Pharmacology, Faculty of Medicine and Dentistry. The Department has a long-standing strength in the areas of neuropharmacology of the peripheral and central nervous systems and cardiovascular pharmacology. There are currently 24 academic staff in the Department of Pharmacology who occupy research laboratories on the 9th floor of the Medical Sciences Building in the adjacent Heritage Medical Research Centre. While the Department of Pharmacology is anxious to recruit in the areas of molecular pharmacology, in vivo pharmacology, or clinical pharmacology, those with interests in other areas of the discipline are also encouraged to apply. Members of the Department of Pharmacology may also establish collaborative research links with any of the Research Centres or Groups in the University of Alberta. These include the Centre for Neuroscience, the Perinatal Research Centre, the Alberta Asthma Centre, the Cardiovascular Research Group, the Alberta Centre for Neurodegenerative Research Group, the Alberta Diabetes Research Institute, for an Assistant Professor position. The successful applicant will have a PhD in Pharmacology (or closely related discipline) and will be near completion of his/her postdoctoral studies. For an Associate Professor position, the ideal candidate will currently hold an academic position, preferably in Pharmacology, and have an independent and productive research program. Successful applicants will also be encouraged to apply for external research funding and establishment awards. Additional tenure-track appointments are also available that will be contingent upon the receipt of external salary awards. Salary will be commensurate with rank and experience. University of Alberta re-based salaries (2006-2007) for Assistant Professor and Associate Professor are \$55,455 to \$78,557 and \$68,937 to \$93,862, respectively. Research prizes from the Alberta Heritage Foundation for Medical Research may also be available.



Dean, Faculty of Graduate Studies and Research

Carleton is a dynamic, research-intensive university, committed to ensuring an outstanding learning experience for its students. It has earned a reputation as one of the foremost universities in the country in, among other areas, ecology and conservation biology, particle physics, public policy, journalism and communications, international affairs, Canadian studies, sociology, experimental psychology, and the study of advanced technologies. Carleton is an innovator in undergraduate education, and ranks second among Canadian comprehensive universities in its range of graduate programming. It ranks third in research funding. Additional information on Carleton University may be obtained at www.carleton.ca

At present, the University is engaged with the work of the President's Task Force on Planning and Priorities, a University-wide initiative intended to develop significant priorities for the next five years. The outcomes of this exercise will present significant leadership opportunities for the incoming Dean, Faculty of Graduate Studies and Research.

Over 2,900 graduate students study in Carleton's five teaching faculties: Arts and Social Sciences, Engineering and Design, the Sprott School of Business, Public Affairs and Management, and Science. Master's and doctoral programs are offered in all of these faculties, in 65 programs, many of national and international prominence. Carleton's innovative and unique programs attract students from all over the world. Additional information on Carleton's Faculty of Graduate Studies and Research may be obtained at www.gs.carleton.ca

The Dean of Graduate Studies and Research is responsible for maintenance of the academic quality

of existing graduate programs; introduction of new programs; assurance that all graduate programs meet the standards of the academic appraisal process established for graduate programs at Ontario universities; admissions to graduate programs; graduate student funding; and all registrarial activities.

The successful candidate for Dean of Graduate Studies and Research will be a scholar of considerable stature, with a proven record as an academic administrator, researcher, and teacher. The Dean is expected to provide innovative leadership, and to represent the interests of graduate programs within the institution and the broader community. The successful candidate will have a vision to enhance the Faculty's reputation as a leader in teaching and research.

The appointment will ideally begin on January 1, 2007. Consideration of candidates will begin in June 2006.

Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, nominations and expressions of interest should be submitted in confidence to the address below.

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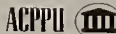
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- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2006.
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Toronto, Ontario, Canada, M5S 1A7. Fax: (416) 978-8221. Email: karl@physics.utoronto.ca. For further information about the positions, please contact: knegre@physics.utoronto.ca (North America); karl@physics.utoronto.ca (Europe); or physics@utoronto.ca (Asia).

In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Nonetheless, all qualified applicants are encouraged to apply. The University of Waterloo strongly encourages applications by women and members of minority and aboriginal groups.

PHYSICS – University of Waterloo. The Department of Physics, University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysics, including early universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary ranges commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Tel: (519) 888-4567, Ext. 6831. Email: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. For more information about the positions, please contact: karl@physics.utoronto.ca. All qualified candidates are encouraged to

apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

PHYSICS/BIOLOGY – University of Waterloo. University of Waterloo/NSERC University Faculty Award (UFA) in Biophysics: The Departments of Physics and Biology at the University of Waterloo are seeking to nominate a candidate for a Natural Sciences and Engineering Research Council of Canada (NSERC) University Faculty Award (UFA) for Fall 2006 competition. These awards are directed toward women and aboriginals in science and engineering (see http://www.nserc.ca/guide/uf/26_8.htm). A successful candidate will be appointed as a regular tenure-track faculty member at the Assistant Professor level jointly in both departments, starting July 1, 2007. Applicants whose research lies broadly within the area of biophysics will be considered. Applicants must have a PhD degree and a proven research record, normally including postdoctoral experience. The chosen candidate is expected to develop an innovative, externally funded research program as well as be committed to excellent teaching at both the undergraduate and graduate levels. We also encourage applicants who have had career delays associated with family responsibilities. Inquiries and applications should be directed to: Biology/Physics UFA Search, Robert Mann, Chair, Department of Physics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (3–2 pages in length), a short statement of teaching interests and three letters of recommendation before May 1, 2006. In exceptional circumstances a second appointment may be possible. Additional information concerning the Departments of Biology and Physics can be found at <http://science.uwaterloo.ca/biology> and <http://science.uwaterloo.ca/physics>. In accordance with UFA requirements, this position is available only to Canadian citizens and permanent residents of Canada. Screening of applications will commence on May 1, 2006.

PLANNING (URBAN DESIGN) – University of Waterloo. Applications are invited for an Assistant Professor tenure track position in Urban Design. The ideal candidate will have doctoral level urban design credentials, as well as demonstrated expertise in urban design from doctoral level landscape architecture or environmental design training will also be considered, a mix of international and North American urban design project experience and demonstrated potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios). The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.). An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will: teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement, as well as the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publications might be accepted if the individual has masters level credentials). Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mhaigh@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Urban Design. In addition, it has a Heritage Resource Centre that undertakes research and professional education in urban design. Additional information about the faculty may be found at: <http://www.fes.uwaterloo.ca>. The successful candidate will be able to consult and participate with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

PLANT AGRICULTURE – University of Guelph. The Department of Plant Agriculture, University of Guelph, invites applications for a tenure-track position at the Assistant Professor level in the field of Plant Physiology. The Department maintains a faculty complement of 40 positions, 80 staff and between 60–100 graduate students. Faculty within the Department have access to research stations across the Province to undertake field based programs and access to modern laboratory, growth room and greenhouse facilities. The position will assist the Department in addressing traditional areas of plant physiology and agronomy as well as move into new areas of research including bioproducts and biomaterials. The successful candidate will develop and lead a comprehensive research program in the broad areas of plant physiology and agronomy, will work independently and on teams to address issues significant specifically to the agriculture and food sector and generally to those of society as a whole. They will interact with industry, University and government colleagues to develop meaningful priorities for research. Teaching at the undergraduate and graduate level will be expected as will supervision and training of highly qualified personnel including graduate stu-

dents. The position requires a PhD in plant or crop physiology, agronomy or related disciplines. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Salary is negotiable and commensurate with qualifications. The deadline for applications is May 12, 2006, or until a suitable candidate is found. Please send a letter of application and curriculum vitae to the contact person for three references to: Dr. Gary R. Ablett, Chair, Department of Plant Agriculture, University of Guelph, Guelph, Ontario, N1G 2W1, gablett@uoguelph.ca.

POLITICAL SCIENCE – Cape Breton University. Cape Breton University (CBU) invites applications for a tenure-track position in Political Science at the rank of Assistant Professor to commence July 2006, subject to budget approval. The successful candidate will teach in the fields of Introductory Political Science (with an emphasis on law and society), Canadian Government and Politics (with an emphasis on political parties, elections, and municipal government), and Canadian Public Policy (with an emphasis on health, education, and cultural policy). Applicants must have a PhD, relevant teaching experience and demonstrated excellence in research and publishing. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/career/scholarship activities and service to the University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Please quote reference number PSAD002 on all correspondence. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts, past teaching evaluations, a sample of scholarly writing and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 3250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.capebreton.ns.ca. Applications must be received by 4:00 pm, April 28, 2006. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

PSYCHOLOGY – Wilfrid Laurier University. The Psychology Department invites applications for a one-year limited-term appointment in social, developmental, and/or clinical psychology at the Assistant Professor or Lecturer level (depending on qualifications) beginning July 1, 2006. Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, and at least three letters of reference by April 15, 2006, to Dr. Geoffrey Nelson, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Inquiries may also be sent by email to gnelson@wlu.ca. Applicants can learn more about the department and current faculty interests at <http://www.wlu.ca/science/psychology>. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

PSYCHOLOGY – Brock University. The Department of Psychology at Brock University invites applications and nominations for a one-year Limited Term Appointment effective July 1, 2006, subject to final budgetary approval. A PhD in psychology is preferred (applicants without a completed PhD will be considered for an appointment at the rank of Lecturer). Together with successful teaching experience and potential for independent research and scholarship in the areas of research methods, developmental and/or cognitive psychology. The successful candidate will be expected to teach and supervise students at the undergraduate and graduate levels, to be engaged in independent research and scholarly activities, and to participate in the affairs of the department. Applications will be considered until the position is filled, but the selection process will begin on April 1, 2006. Please send a letter of application outlining your background, a curriculum vitae, reprints/preprints of published work, and arrange for three confidential letters of reference to be sent to: Dr. Dawn Good, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Phone: 905-688-5550, ext. 5590. Fax: 905-688-9222. Email: Dawn.Good@brocku.ca. More information about our department can be found at www.psyc.brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University

History of Genocide

The Department of History at Concordia University invites applications from historians and qualified applicants from other humanities, social science and fine arts disciplines whose work addresses historical dimensions of genocide for a tenure-track faculty position in the History of Genocide. The successful candidate will be nominated for a Tier 2 Canada Research Chair (CRC) in the History of Genocide.

Tier 2 CRCs are awarded to exceptional emerging researchers who are no more than ten years beyond completion of the PhD and who have the potential to be leaders in their field (see www.chairs.gc.ca for details). These prestigious awards are tenable for five years, and are renewable once for another five years. Concordia offers Chairs a competitive salary and benefits and a reduced teaching load.

With strengths in the history of genocide and human rights, the department is particularly interested in scholars whose work deals with the 20th century and contemporary contexts. The department houses the *Montreal Institute for Genocide and Human Rights Studies (MIGS)*, an inter-university, inter-disciplinary team research project on persons displaced by war, genocide, and other human rights violations, and a new CFI-funded center for Oral History and Digital Storytelling. We welcome applications from scholars whose research interests include new or old media, and are open to scholarship across a broad range of topics from the root causes and pre-conditions of genocide to issues of prevention, recovery, reconciliation, representation, memory, and reconstruction in post-trauma societies. All geographic areas will be considered.

Candidates must have a superior publication record and research agenda and the ability to foster collaborative research projects, secure external funding, train graduate students, and teach successfully. French proficiency is an asset.

Subject to budgetary approval, we anticipate filling the position for 1 July 2006 with the formal CRC nomination to follow by September 2006. Review of applications will begin 1 April and will continue until the position is filled. Applications should include a cover letter, curriculum vitae, copies of recent publications, a statement of teaching philosophy, evidence of teaching effectiveness, and a comprehensive research statement outlining past achievements, current work and objectives for the next five years. Candidates should arrange to have three letters of reference forwarded immediately to the following address:

Dr. Graham Carr, Associate Professor and Chair, Dept. of History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8, Canada (514) 848-2424, ext. 2414. E-mail: histsjobs@alcor.concordia.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Information about the Faculty of Arts and Science can be found at <http://artsandscience1.concordia.ca>



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ally is committed to a positive action policy aimed at reducing gender imbalance in the faculty: qualified women and men are equally encouraged to apply.

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SOCIAL WORK – First Nations University of Canada, The First Nations University is seeking a tenure track position in the Department of Social Work. The University of Regina has a growing student body of over 20,000 students and over 65 full time faculty. In addition to the main campus located in Regina, the University features two other campuses located in Saskatoon and Moose Jaw. It offers on-campus degree and certificate programs, including some graduate programs, in Indian Art, Indian Education, Indian Communication Arts, Indian Languages, Indian Health Studies, Business and Public Administration, Indian Social Work, Indigenous Studies, Nursing, Dental Therapy, Environmental and Health Science, and Science disciplines. The University also provides off-campus classes and programs in First Nations communities in Saskatchewan. School of Indian Social Work – Saskatoon Campus, SSW is seeking 2 faculty positions and invites applications from experienced academics to provide teaching and scholarship in this growing and exciting cultural program. Applicants for this academic tenure track position should possess a PhD in Social Work (A Masters degree could be considered with a commitment to earn a PhD program). It is essential that applicants have strong First Nations knowledge base and experience in the areas of philosophy, spirituality, treaties, self-government, residential schools and healing. Qualified individuals are required to provide a statement of research interests, documentation of teaching and administrative experience, and a copy of a current CPD (Canadian Police Information Check). Fluency in a First Nation's language and ability to work with Elders is an asset. Start date for one appointment will be July 1, 2006 and the second appointment will begin January 2007. Qualified individuals are invited to send a letter of application complete with Curriculum Vitae, transcripts and/or degrees, the names, addresses and contact numbers of three references by May 31, 2006 to: Human Resources Department, First Nations University of Canada, 1 First Nations Way, Regina, Saskatchewan, S4S 7K2. Telephone: (306) 790-5950 ext. 2510. Fax: (306) 790-5997.

SOCIOLOGY – Cape Breton University, Cape Breton University (CBU) invites applications for an eight month term position (substantial replacement) either in Sociology or in Sociocultural Anthropology at the rank of Assistant Professor. Position will begin September 2006, subject to budgetary approval. Preference will be given to candidates able to teach the University's joint Introduction to Sociocultural Anthropology and Sociology (ANVS 110). Sociology of Distance Soc 240, and/or Sociology of the Family (Soc 216). Additional areas of specialization may also be considered. Applicants must demonstrate a commitment to teaching. Applicants with a PhD (or ABD status) are preferred; however, applicants with a Master's degree in one of the relevant disciplines with significant relevant experience will also be considered. For information on the Department, visit our website at www.capebretonu.ca/ansoc and for specific information on the position, contact the Department Chair, Janice Grogan, email: janice.grogan@capebretonu.ca; tel: (902) 563-1259. The internal affiliation of this position is with the Cape Breton University Faculty Association. Please quote reference number SOC0002 on all correspondence. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2; Email: humanresources@ns.athabasca.ca. Website: www.capebretonu.ca. Applications must be received by 4:00 p.m. April 28, 2006. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

SOCIOLOGY & CRIMINOLOGY – Saint Mary's University, The Department of Sociology and Criminology invites applications for two nine month seasonal appointments at the rank of Assistant Professor level commencing September 1, 2006. The Department is seeking candidates with a strong record of teaching in either Introductory Sociology or Classical Criminological Theory. Candidates should have a PhD or be near completion. Saint Mary's University is equally committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Information about the University and Department may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, teaching portfolio, and the names, addresses and contact numbers for three references. Application packages should be sent directly to Dr. Madeline VanderPlaat, Acting Chair, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is April 12, 2006. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

SOCIOLOGY/ANTHROPOLOGY – Carleton University, The Department of Sociology and Anthropology at Carleton University invites applications for a tenure-track position in Sociology at the rank of Assistant Professor to commence July 1, 2006. The appointment is subject to budgetary approval. The successful candidate will be expected to offer a specialization in contemporary social and cultural theory. An interest in classical sociological theory, or feminism, or postcolonial theory would be an advantage. The position will involve teaching in both undergraduate and graduate courses (PhD and MA programs), and an interest in graduate supervision and a commitment to contributing to the recognized academic journals. Carleton University encourages interdisciplinary teaching and research. Applicants will be expected to have completed a doctoral degree, a demonstrated teaching capacity, and an active research and publication engagement in some field of social cultural theory. Applications should include: a letter of application indicating teaching and research interests; a curriculum vitae; evidence of teaching ability and a copy of two recent research articles or papers. Applicants should identify three referees (with addresses, telephone numbers, and email addresses) and arrange for their referees to forward supporting letters on or before the closing date. Applications to be submitted to the Chair's Secretary (attn: Theory), Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Please send your email enquiries regarding this position to the Appointment Committee Chair, Professor Alan Hunt, at alan.hunt@carleton.ca. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications should arrive by April 28, 2006; review of applications will begin on that date and will continue until such time as the position is filled.

SPANISH – Carleton University, The School of Linguistics and Applied Language Studies of Carleton University invites applications for two two-year term positions in Spanish at the level of Instructor I. Applicants should have native or native-like fluency in Spanish, an MA or equivalent in Applied Linguistics with a specialization in second or foreign language teaching, and a permanent professional commitment to a career in teaching Spanish as a foreign language at the university level. Duties will include teaching intensive and semi-intensive introductory credit courses in Spanish and advanced courses in Spanish, as well as participating in the ongoing development of curriculum and of teaching and testing materials. All qualified candidates will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications should be submitted to Professor Desmond Allison, Director, School of Linguistics and Applied Language Studies, 215 Paterson Hall, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Email: desmond.allison@carleton.ca. Letters of application should be accompanied by a curriculum vitae as well as a concise dossier that includes written evidence of teaching effectiveness. Three letters of reference should be sent directly to the Director, Applications, including letters of reference, should be submitted by April 10, 2006.

STATISTICS – The University of Western Ontario, The Department of Statistical and Actuarial Sciences invites applications for a 3 year, full-time term position at the rank of Lecturer or Assistant Professor in the area of Statistics commencing September 1, 2006. Minimum qualifications are a Master's degree in Statistics with demonstrated excellence in teaching. Duties will include teaching up to eight half-course equivalents in Statistics at the first year, 100-level and 200-level over a two-month period, plus student counselling and other administrative duties. The teaching assignments may include teaching large enrollment courses. Applicants, including a detailed curriculum vitae and the names of three referees should be sent to: Professor Bruce L. Jones, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, WSC 262 1151, Richmond Street, London, Ontario, Canada, N6A 5B7. The deadline for receipt of applications is April 28, 2006. Position is subject to budget approval. Applicants should have fluent writing and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities.

SYSTEMS LIBRARIAN – University of Windsor, The University of Windsor's Ledy Library invites applications for a tenure-track Systems Librarian position, commencing no later than July 1, 2006. Rank will be commensurate with experience. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 3161; Fax: (519) 971-3638; E-mail: gwebbett@uwo.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazur, Director, Faculty Recruitment at: 877.666.6608 (Toll Free within North America, call collect outside of North America at 519.561.1432 or Email: recruit@uwo.ca).

ACCOMMODATIONS

PROVENCE, SOUTHERN FRANCE – Villa For Rent in Southern France, Provence, Sept. 1, 2006 to May 31, 2007. Fully furnished 3 bedroom, large office/library, 1 son, wooded, Inground swimming pool, tennis court, near A63-Provence. \$1500 per month plus utilities. Contact Dr. Sandra Beckett at 905.697.7315 or sbeckett@rogers.ca.

FRANCE – Nice, Côte d'Azur, à louer appartement meublé et équipé pour 2, proche des commerces et universités, quartier résidentiel, 10 minutes de la mer et des montagnes. Au moins 2 semaines de location. Téléphone: 895.565.9085.

HALIFAX, NOVA SCOTIA – Sabbatical rental, July 2006-June 2007. Fully furnished townhouse. 3 bedrooms, 1 1/2 bath with separate office, 5 appliances, 2 decks and water view. \$1200 per month + utilities (negotiable). Contact Katherine Sola (902) 457-6712 katherine.sola@rogers.ca.

HALIFAX, NOVA SCOTIA – House for rent. Perfect for conveniently located 2000 sq ft July 2006 to July 2007. Bazel-eth, fitness, dala.

MONTREAL, QUEBEC – Sabbatical rental 2006-2007. Two bedroom house in NDG, fully furnished, all major appliances, deck, bus and shops at corner, 1.0 km to Vendôme metro (subway). \$1500 per month minimum rental. Flexible dates. \$1000 per month plus utilities. Email: patricia@concordia.ca.

MONTREAL, QC – Adjacent Westmount, Ponceau Avenue, charming 3+2 bedroom cottage, 4 bedrooms, garden, garage, equip ped, July, \$3000; \$14484-4588.

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Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in Athabasca, AB:

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The successful candidate will possess or be near completion of a PhD in accounting. A commitment to teaching and research in Financial Accounting or Accounting Theory is preferable. An interest in developing new courses in International Accounting or E-Business Accounting and Auditing would also be desirable. An ability to collaborate with a team in the development of a comprehensive accounting program is necessary. Possession of a professional accounting designation would be an asset.

Please refer to the full job profile on our Web site at: www.athabascau.ca/jobprofiles

This is a tenure track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package which includes annual research and study leave.

Further information about this position may be obtained from Dr. Alex Kondra at (780) 675-6807 or via e-mail: alexk@athabascau.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees quoting the competition #CA-AAPMA-0227. Applications should be e-mailed to the Human Resources Advisor, Human Resources at resume@athabascau.ca. This competition will remain open until a suitable candidate is found; however, the selection committee will start reviewing applications May 30, 2006.

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

Answer to Homework!

From page A3. Castor and Pollux passed each other at 8:30 a.m. Pollux arrived at the school five minutes before Castor. The latter part of the journey (after the passing) takes place in half the time of the former part of the journey. To see this, run the event backwards.

Sobey School of Business

David F. Sobey Chair of Business

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Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the full-time faculty collective agreement. Applicants should submit a letter of application, curriculum vitae, and the names and contact information of three references to: Office of the Dean, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3. Fax (902) 420-5892.

Consideration of candidates will begin April 12, 2006. Applications will continue to be accepted until the position is filled.

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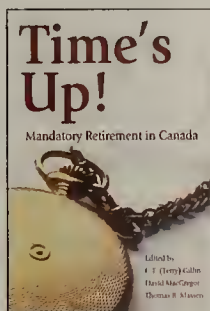
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Edited by
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